

Background/Supporting Information Attached

As you are aware, the City of Minneapolis, in partnership with the Oldani Group, is conducting a nationwide search for candidates for Chief of Police. They have informed us that the Governor's Salary Cap, which restricts the salary for this position to \$116,000 total compensation per year, will negatively impact their ability to attract a diverse group of qualified talent for the Police Chief's position.

As our representative in this critical search, the Oldani Group is urging us to seek a variance from the salary cap limitation that will allow us to attract a highly qualified external candidate pool for this competitive process. Law enforcement executives at the Chief, Deputy/Assistant Chief and Bureau Commander levels in cities such as Minneapolis face a variety of unique circumstances, which include dealing with and working effectively among diverse populations, more complex political settings and where having a broader scope of authority for human and fiscal resources exist. Should we continue to be restricted by the salary cap, we are almost assured that our external applicants will be from smaller communities and those not facing the complexities found in a major urban center.

Currently there are several police chief vacancies and searches being conducted nationwide, including: East Orange, New Jersey; Norfolk, Virginia; Chandler, Arizona; San José, California; Dallas, Texas; Memphis, Tennessee; Portland, Oregon and several other medium size cities, with which Minneapolis is in direct competition. We all hope to garner the best candidate pool possible, but our ability to do so is significantly impaired by the existence of the mandated salary cap. There is every indication that the candidate pool will be greatly reduced because of our inability to compete with an equivalent or reasonable salary as compared to other jurisdictions.

(For example, in the 2002 police chief search for the City of Bloomington, the Oldani Group had to conduct the search twice, when the top candidates rejected the appointment because of the salary cap restriction.)

The Oldani Group conducted a market survey and also found that there is a significant gap for the City of Minneapolis to simply meet parity with average salaries paid to other major city Chiefs. In another recent market survey conducted by George Gmach of Employer's Association, Inc. we found that compensation for this position is more than 10% outside the market value when compared to similarly situated cities. In the latter survey, the median range for the Police Chief position is approximately \$142,000 total compensation per year. In total between the two market surveys, Minneapolis was compared against 18 other major cities.

This will be our second request for the position of Police Chief. The first was approved in 2000, but only for a very limited amount (just over \$2000 a year). At that time, we were advised we could come back to increase the waiver if necessary.

When considering exemption requests from political subdivisions, the Minnesota Department of Employee Relations (DOER) gives consideration to whether the position requires higher pay to attract or retain candidates with special expertise, and to the salary rates paid to other persons with *similar* responsibilities in the state and nation. In actuality, they do not rely on a strict comparison of responsibilities, but rather a more general overview of job titles and functions. If the request for exemption is approved by Minnesota DOER, it is referred on to the Legislative Coordinating Committee for further consideration.

Thank you for your consideration to this very important issue.