

TITLE

Does an increase in the salary of a municipal executive office lead to fewer difficulties in recruiting?

ABSTRACT

The (political) Swiss militia system is under pressure. Surveys and studies show that fewer and fewer Swiss citizens are interested in political militia office (Steiner, et al., 2021), (Freitag, 2019), (Steiner, Reist, & Rielle, 2005). Political municipalities in particular have been struggling for years to find candidates for their executives (Dlabac, Rohner, Zenger, & Kübler, 2014). This development is likely to change the municipal landscape significantly in the coming decades. One solution that is being discussed in literature focusses on financial incentives. More than 50% of the municipal executives consider their salary to be too low and 65% believe that higher compensation can contribute to increasing the attractiveness of the office (Steiner, Reist, & Rielle, 2005). Thus, this research focuses on the question whether an increase in the salary of a municipal executive office leads to fewer difficulties in recruiting for a municipal executive position. The model uses longitudinal data from the national community monitoring studies that is collected every 6 years (Steiner, et al., 2021).