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Police and Fire Personnel, Salaries, and Expenditures, 2005

The *Police and Fire Personnel, Salaries, and Expenditures* surveys were mailed in the winter/spring of 2005 to all municipalities with populations 10,000 and over. Of the 3,252 cities, towns, villages, boroughs, and townships that received surveys, 1,526 responded (46.9%).

For more information on ICMA's *Police and Fire Personnel, Salaries, and Expenditures* survey, please contact <u>Survey Research</u>.



Click here to buy the complete dataset from bookstore.icma.org.

Following is the survey text with the aggregate results shown in bold next to each answer. Each answer represents the percentage reporting for that question, except where noted.

Does your municipality provide **police** services? **97.3 Yes 2.7 No**

- A. If Yes, indicate the type of police services in your municipality.
 - **82.6** Full-time paid or full-time and part-time police department
 - **0.0** All volunteer
 - **9.8** Combined full-time paid and volunteer department
 - **2.3** Public safety department
 - **4.8** Contract with county or other government entity
 - **0.0** Contract with private company
 - **0.5** Other
- B. If *No*, indicate how police service is provided.
 - **0.0** Special district provides police service
 - **5.7** Regional police service
 - **77.1** County provides police service
 - **17.1** Other

Average number of **hours worked per week** for police officers (excluding overtime)

- **77.5** 40 hours
- **12.3** 42 hours
- **2.1** 48 hours
- **0.1** 56 hours

Number of hours worked per shift on an average day for police officers.

- **44.4** 8 hour
- **43.6** 10/12 hour
- **0.1** 24 hour
- **11.6** Other

Does your municipality provide **fire protection** services? **86.6** Yes

13.4 No

If Yes, indicate the type of fire services in your municipality

- **60.8** Full-time paid fire department
- **13.1** Volunteer fire department
- **18.6** Combined full-time paid and volunteer department
- **2.3** Public safety department
- **2.6** Contract with county or other government entity
- **0.5** Contract with private company
- **2.1** Other

If No, indicate how fire service is provided.

- **54.4** Special district provides fire service
 - **4.1** Regional fire services
- **34.9** County provides fire services
- **6.7** Other

Average number of **hours worked per week** for firefighters (excluding overtime)

- **6.5** 40 hours
- **8.5** 42 hours
- **7.2** 48 hours
- **20.5** 56 hours
- **40.2** Other
- **17.1** 50-54 hours

Average number of **hours worked per shift** on an average day for firefighters

- **3.4** 8 hour
- **5.5** 10/12 hour
- **4.7** 10/14 hour
- **76.6** 24 hour
- **9.7** Other

Jurisdictions with minimum staffing requirements or policy advising minimum staffing per shift.

79.7 Yes

20.3 No

Jurisdictions that require or state in a policy minimum number of crew members **per apparatus**

64.1 Yes

35.9 No

If Yes, what is your minimum crew for (Average)

- 3.1 Pumpers
- **2.9** Ladders
- **2.4** Rescue units
- **2.4** Other

Has your fire department adopted NFPA standard 1500?

36.7 Yes

63.3 No

Services included in fire department is budget:

- **48.5** Ambulance personnel
- **89.2** EMT personnel
- **49.9** Ambulance equipment
- **92.3** EMT equipment

As of January 2005

Part I	Police	Fire
Full-time paid employees	(Average) 130	(Average) 90
Full-time sworn officers and firefighters	108	82
Part-time paid employees (officers, firefighters, and civilian) Volunteers What is the minimum annual base salary paid to sworn full-time	16 26	7 23
police officers and firefighters . (Do not include uniform allowance, holiday pay, hazard pay, longevity pay, or any other additional compensation.)	37,124	34,688
What is the maximum annual base salary paid to sworn full-time police officers and firefighters ? How many years of service are required before personnel without promotional rank receive the maximum annual base salary?	55,740 7.1	53,221 7.0
Can personnel receive longevity pay?	Yes 65.7 No 34.3	Yes 63.4 No 36.6
If Yes, what is the maximum annual salary with longevity pay	55,136	49,063

included that sworn full-time police officers and firefighters can	1
receive?	

How many years of service are required before personnel receive longevity pay?	9.1	10.0
Part II	<u>Police</u>	<u>Fire</u>
	(Average)	(Average)
Salaries and wages of all department personnel: includes regular,		
temporary, full-time, part-time, and stipends for volunteers.		
(Report gross amount, including longevity pay, hazard pay, holiday	7,022,390	6,366,300
pay, etc., without deduction of withholding for income tax or		
employee contributions to social security or retirement coverage.)		
Contributions for employee benefits: (Report municipal		
contributions only; EXCLUDE EMPLOYEE CONTRIBUTIONS.)	428,758	242,644
To social security and to state/city administered employee		
retirement systems	969,053	694,461
To health, hospital, disability, and life insurance programs	1,090,564	749,756
Capital outlay	349,547	366,368
All other departmental expenditures	1,564,411	879,349
Total departmental expenditures	10,787,118	7,337,915

Do any of these expenditures come out of a department budget other than:

Police Yes 26.7 No 73.3 Fire Yes 26.8 No 73.2

Does your police and/or fire departments(s) use wireless communications devices?

Police Yes 72.4 No 27.6 Fire Yes 57.7 No 42.3

Average annual salary ranges for benchmark positions as of January 1, 2005

Police	Minimum salary (\$)	Maximum salary w/o longevity (\$)
Police Corporal	39,570	49,671
Police Sergeant	50,873	61,207
Police Lieutenant	56,424	69,204
Police Captain	60,530	76,561
Deputy Chief	62,382	79,903
Police Chief	75,602	95,956
Fire	Minimum salary (\$)	Maximum salary w/o longevity (\$)
Engineer	42,451	54,188
Fire Prevention/Code Inspector	42,830	54,464
Fire Lieutenant	44,403	52,869
Fire Captain	49,520	59,855
Battalion Chief	57,403	72,243
Assistant Fire Chief (2nd below Fire Chief)	53,396	67,442
Deputy Chief (1st below Fire Chief)	61,298	77,592
Fire Chief	69,979	91,609