



The *Police and Fire Personnel, Salaries, and Expenditures* surveys were mailed in the winter/spring of 2003 to all municipalities with populations 10,000 and over. Of the 3,215 cities, towns, villages, boroughs, and townships that received surveys, 1,645 responded (51.2%).



[Click here to buy the complete dataset from bookstore.icma.org.](http://bookstore.icma.org)

Does your municipality provide police services?	97.2	Yes
	2.8	No

A. If Yes, indicate the type of police services in your municipality.

83.7	Full-time paid police department
0.0	All volunteer
8.8	Combined full-time paid and volunteer department
2.4	Public safety department
5.1	Contract with county or other government entity
0.0	Contract with private company
0.0	Other

B. If *No*, indicate how police service is provided.

4.9 Special district provides police service
7.3 Regional police service
73.2 County provides police service
14.6 Other

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

79.1	40 hours
13.2	42 hours
2.1	48 hours
0.2	56 hours
5.4	Other

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

50.9 8 hour

45.4 10/12 hour

0.2 24 hour

3.6 Other

Does your municipality provide **fire protection** services? 85.5 Yes

14.5 No

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

60.4 Full-time paid fire department

13.2 Volunteer fire department

20.5 Combined full-time paid and volunteer department

2.7 Public safety department

2.5 Contract with county or other government entity

0.4 Contract with private company

0.1 Other

If *No*, indicate how fire service is provided.

57.5 Special district provides fire service

8.1 Regional fire services

27.1 County provides fire services

7.2 Other

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

6.0 40 hours

8.5 42 hours

8.6 48 hours

18.7 56 hours

40.6 Other

17.7 50-54 hours

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

3.3 8 hour

5.1 10/12 hour

4.1 10/14 hour

76.8 24 hour

10.6 Other

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

78.4 Yes

21.6 No

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

59.8 Yes

40.2 No

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

3.1 Pumpers

2.9 Ladders

2.5 Rescue units

Has your fire department adopted NFPA standard 1500?

36.5 Yes

63.5 No

Services included in fire department is budget:

47.9 Ambulance personnel

89.9 EMT personnel

50.5 Ambulance equipment

92.9 EMT equipment

As of January 2003

Part I

	<u>Police</u> (Average)	<u>Fire</u> (Average)
Full-time paid employees	132	91
Full-time sworn officers and firefighters	100	77
Part-time paid employees (officers, firefighters, and civilian)	13	7
Volunteers	12	26
What is the minimum annual base salary paid to sworn full-time police officers and firefighters . (Do not include uniform allowance, holiday pay, hazard pay, longevity pay, or any other additional compensation.)	35,162	32,888
What is the maximum annual base salary paid to sworn full-time police officers and firefighters ?	48,733	44,511
How many years of service are required before personnel without promotional rank receive the maximum annual base salary?	6.8	7.1
Can personnel receive longevity pay?	Yes 91.9 No 8.1	Yes 91.6 No 8.4

If Yes, what is the maximum annual salary with longevity pay included that sworn full-time police officers and firefighters can receive?	52,863	48,099
How many years of service are required before personnel receive longevity pay?	5.7	5.4

Part II

	<u>Police</u> (Average)	<u>Fire</u> (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 pay, etc., without deduction of withholding for income tax or employee contributions to social security or retirement coverage.)	7,369,056	4,897,480
Contributions for employee benefits: (Report municipal contributions only; EXCLUDE EMPLOYEE CONTRIBUTIONS.)	265,188	135,931
To social security and to state/city administered employee retirement systems	761,478	615,337
To health, hospital, disability, and life insurance programs	837,750	583,608
Capital outlay	353,840	321,371
All other departmental expenditures	1,460,857	784,727
Total departmental expenditures	9,784,816	6,992,191

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

Police	Yes	26.4	No	73.6	Fire	Yes	26.3	No	73.7
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Average annual salary ranges for benchmark positions as of January 1, 2003.

Police	Minimum salary (\$)	Maximum salary w/o longevity (\$)
Police Corporal	39,906	50,029
Police Sergeant	48,278	57,903
Police Lieutenant	54,222	65,331
Police Captain	59,794	73,563
Deputy Chief	62,060	77,402
Police Chief	71,055	89,319

Fire	Minimum salary (\$)	Maximum salary w/o longevity (\$)
Engineer	39,633	50,098
Fire Prevention/Code Inspector	42,083	52,590
Fire Lieutenant	43,769	51,356
Fire Captain	47,723	57,001
Battalion Chief	57,219	71,813
Assistant Fire Chief (2nd below Fire Chief)	57,904	72,564
Deputy Chief (1st below Fire Chief)	60,105	75,101
Fire Chief	66,826	85,190