



The *Police and Fire Personnel, Salaries, and Expenditures* surveys were mailed in the winter/spring of 1997 to all municipalities with populations 10,000 and over. Of the 2,860 cities, towns, villages, boroughs, and townships that received surveys, 1,381 responded (48.3%).

For more information on ICMA's *Police and Fire Personnel, Salaries, and Expenditures* survey or to order a dataset, please contact [Survey Research](#).

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.

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

B. If No, indicate police service is provided.

3.4	Special district provides police service
10.3	Regional police service
75.9	County provides police service
10.3	Other

81.2	40 hours
9.2	42 hours
2.1	48 hours
.1	56 hours
7.4	Other

Hours worked per shift on an average day for police officers.

59.2	8 hour
30.7	10/12 hour
.1	24 hour
10.1	Other

Does your municipality provide **fire protection** services? **89.0** Yes
11.0 No

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

56.8	Full time paid fire department
12.6	All volunteer fire department
23.9	Combined full-time paid and volunteer department
2.2	Public safety department
1.8	Contract with county or other government entity
.1	Contract with private company
2.6	Other

If No, indicate how fire services is provided.

54.7	Special district provides fire service
3.6	Regional fire services
32.1	County provides fire services
9.5	Other

Average hours worked per week for firefighters (excluding overtime)

7.2	40 hours
9.1	42 hours
10.0	48 hours
48.8	56 hours
24.9	Other

Average hours worked per shift on an average day for firefighters

4.5	8 hour
7.2	10/12 hour
78.1	24 hour
10.3	Other

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

77.9	Yes
22.1	No

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

61.1 Yes

38.9 No

If Yes, what is your **average** minimum crew for

3.1 Pumpers

2.8 Ladders

2.5 Rescue units

2.3 Other

Has your fire department adopted NFPA standards

61.8 Yes

38.2 No

A.	If Yes, have you adopted NFPA standard 1500	72.1	Yes
		27.9	No

B.	If No, are you considering adopting standards	35.0	Yes
		65.0	No

Services included in fire department budget

44.5 Ambulance personnel

92.6 EMT personnel

50.2 Ambulance equipment

93.3 EMT equipment

As of January, 1997

Part I	<u>Police</u> (Average)	<u>Fire</u> (Average)
Full time paid employees	129	86
Full time sworn officers and firefighters	101	81
Part time paid employees (officers, firefighters, and civilian)	14	12
Volunteers	25	34
Minimum annual base salary paid to sworn full-time police officers and firefighters	\$28,238	\$26,899
Maximum annual base salary paid to sworn full-time police officers and firefighters	\$38,477	\$35,206
Years of service are required before personnel	9	6

without promotional rank receive the maximum annual base salary

Can personnel receive longevity pay?	65.7 Yes 34.3 No	62.6 Yes 37.4 No
--------------------------------------	-----------------------------------	-----------------------------------

If Yes, what is the maximum annual salary with longevity pay included that sworn full time police officers and firefighters can receive	\$41,437	\$37,503
---	-----------------	-----------------

How many years of service are required before personnel receive longevity pay	6	6
---	----------	----------

Part II

	<u>Police</u> (Average)	<u>Fire</u> (Average)
Salaries and wages of all department personnel	\$4,533,056	\$3,474,720

Contributions for employee benefits:

To federal social security	\$220,563	\$125,793
----------------------------	------------------	------------------

To employee retirement systems	\$704,530	\$563,889
--------------------------------	------------------	------------------

To health, hospital, disability, and life insurance programs.	\$553,533	\$391,564
---	------------------	------------------

Capital outlay	\$279,460	\$221,408
----------------	------------------	------------------

All other departmental expenditures	\$1,064,624	\$556,653
-------------------------------------	--------------------	------------------

Total departmental expenditures	\$6,592,725	\$5,175,983
---------------------------------	--------------------	--------------------

Does any of these expenditures come out of a department budget than	31.6 Yes 68.4 No	29.6 Yes 70.4 No
---	-----------------------------------	-----------------------------------

Average annual salary ranges for benchmark positions as of January 1, 1997.

Police	Minimum salary	Maximum salary w/o longevity
Police Corporal	\$ 31,922	\$ 38,967
Police Sergeant	38,216	45,129
Police Lieutenant	42,857	51,192
Police Captain	46,047	56,647
Deputy Chief	48,427	59,809
Police Chief	56,271	69,571

Fire	Minimum salary	Maximum salary w/o longevity
Engineer	\$ 32,218	\$ 39,811
Fire Prevention/Code Inspector	34,174	42,507
Fire Lieutenant	35,069	41,136
Fire Captain	37,546	44,732
Battalion Chief	45,332	55,985
Assistant Fire Chief (2nd below Fire Chief)	43,906	53,238
Deputy Chief (1st below Fire Chief)	45,924	56,869
Fire Chief	52,707	66,003