

## Police and Fire Personnel, Salaries, and Expenditures, 2009

The *Police and Fire Personnel, Salaries, and Expenditures* surveys were mailed in the winter/spring of 2009 to all municipalities with populations 10,000 and over. Of the 3,279 cities, towns, villages, boroughs, and townships that received surveys, 1,263 responded (38.5%).

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

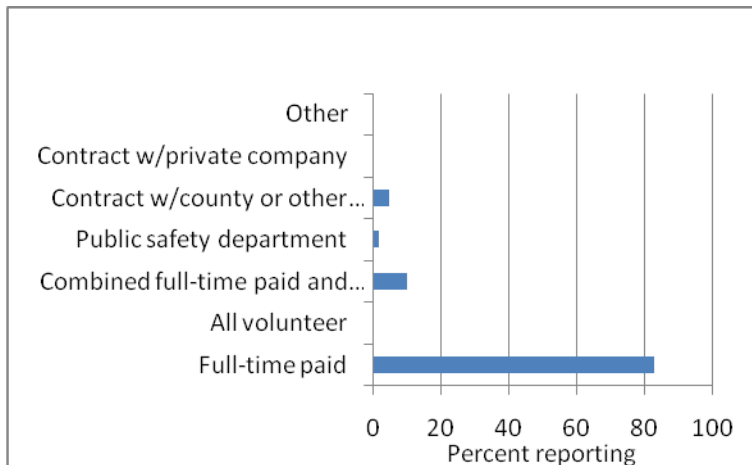


[Click here to buy the complete dataset from bookstore.icma.org.](http://bookstore.icma.org)

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.

1. Does your municipality provide **police** services? **97.1** **Yes** **2.9** **No**

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



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

- 0.0** Special district provides police service
- 6.3** Regional police service
- 71.9** County provides police service
- 21.9** Other

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

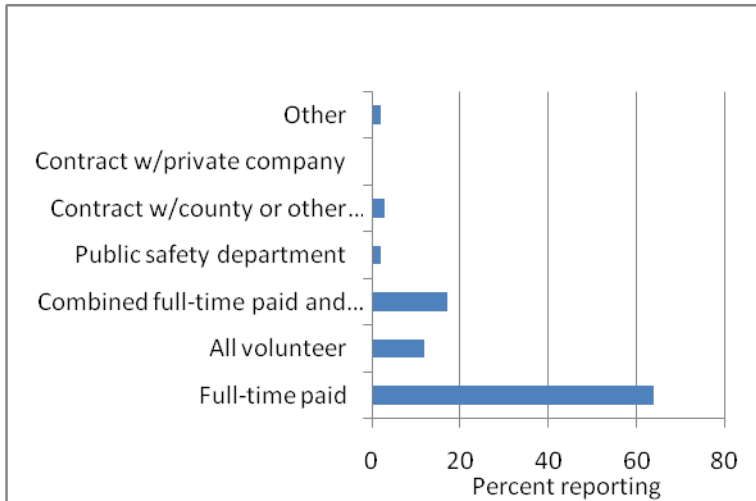
**73.0** 40 hours  
**15.2** 42 hours  
**3.0** 48 hours  
**0.4** 56 hours  
**8.4** Other

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

**41.3** 8 hour  
**54.4** 10/12 hour  
**0.2** 24 hour  
**4.1** Other

4. Does your municipality provide **fire protection** services? **84.0** Yes **16.0** No

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



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

**45.1** Special district provides fire service  
**11.0** Regional fire services  
**27.7** County provides fire services  
**16.2** Other

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

**5.9** 40 hours  
**7.5** 42 hours  
**10.0** 48 hours  
**23.7** 56 hours  
**15.6** 50-54 hours  
**37.2** Other

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

2.4 8 hour  
 3.9 10/12 hour  
 3.0 10/14 hour  
 78.7 24 hour  
 11.9 Other

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

82.8 Yes 17.2 No

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

69.3 Yes 30.7 No

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

3.2 Pumpers  
 3.1 Ladders  
 2.6 Rescue units  
 2.6 Other

9. Has your fire department adopted NFPA standard 1500?

40.3 Yes  
 59.7 No

10. Services included in fire department is budget:

48.6 Ambulance personnel  
 91.9 EMT personnel  
 50.6 Ambulance equipment  
 91.5 EMT equipment

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All amounts reported should be as of JANUARY of the current year. If you do not know an answer, please leave the space blank. Report all amounts to the nearest dollar, omitting cents. All **Public Safety Department** (PSD) data should be entered as a consolidated amount **in the Police column**.

	<u>Jan. 2009 Police</u> <b>(Average)</b>	<u>Jan. 2009 Fire</u> <b>(Average)</b>
11a. Full-time paid employees	<b>128</b>	<b>83</b>
11b. Full-time sworn officers and firefighters	<b>91</b>	<b>76</b>
11c. Part-time paid employees (officers, firefighters, and civilian)	<b>13</b>	<b>15</b>
11d. Volunteers	<b>26</b>	<b>46</b>

When answering questions 12 through 14 for **FIRE** personnel, EXCLUDE ALL PERSONNEL WHO PERFORM AND RECEIVE EXTRA COMPENSATION FOR DUTIES BEYOND THOSE OF THE BASIC "FIREFIGHTER." (Firefighter/EMTs, drivers, engineers, and mechanics should be excluded.) Please report **annual salary**. Salaries reported as weekly, monthly or hourly wages will not be included in survey results.

12. What is the <b>minimum annual base salary</b> paid to <b>sworn full-time police officers and firefighters</b> ? (Do not include uniform allowance, holiday pay, hazard pay, longevity pay, or any other additional compensation.)	<b>42,841</b>	<b>38,889</b>
13. What is the <b>maximum annual base salary</b> paid to <b>sworn full-time police officers and firefighters</b> ?	<b>61,173</b>	<b>53,517</b>
	<u>Jan. 2009 Police</u> <b>(Average)</b>	<u>Jan. 2009 Fire</u> <b>(Average)</b>
13 a. How many years of service are required before personnel without promotional rank receive the maximum annual base salary?	<b>7.8</b>	<b>7.3</b>
14. Can personnel receive longevity pay?	<b>Yes 65.7</b> <b>No 34.3</b>	<b>Yes 62.5</b> <b>No 37.5</b>
14 a. If Yes, what is the maximum annual salary with longevity pay included that <b>sworn full-time police officers and firefighters</b> can receive?	<b>63,868</b>	<b>75,940</b>
14 b. How many years of service are required before personnel receive longevity pay?	<b>6.2</b>	<b>5.6</b>
	Recently completed fiscal year <u>Police</u> <b>(Average)</b>	Recently completed fiscal year <u>Fire</u> <b>(Average)</b>
15. 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.)	7,601,768	5,383,773
16. Contributions for employee benefits: (Report municipal contributions only; EXCLUDE EMPLOYEE CONTRIBUTIONS.)		
16 a. To federal social security	404,370	346,876
16 b. To employee retirement systems	1,257,902	915,554
16 c. To health, hospital, disability, and life insurance programs	1,201,406	956,103
17. Capital outlay	508,237	640,692
18. All other departmental expenditures	1,770,631	1,145,325
19. Total departmental expenditures	11,952,967	11,377,619

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

<b>Police</b>	Yes	<b>25.6</b>	No	<b>74.4</b>
<b>Fire</b>	Yes	<b>23.4</b>	No	<b>76.6</b>

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

<b>Police</b>	Yes	<b>87.0</b>	No	<b>13.0</b>
<b>Fire</b>	Yes	<b>72.6</b>	No	<b>27.4</b>

Average annual salary ranges for benchmark positions as of January 1, 2009

<b>Police</b>	Minimum salary (\$)	Maximum salary w/o longevity (\$)
Police Corporal	<b>48,350</b>	<b>64,661</b>
Police Sergeant	<b>59,978</b>	<b>72,849</b>
Police Lieutenant	<b>66,656</b>	<b>82,987</b>
Police Captain	<b>73,437</b>	<b>94,945</b>
Deputy Chief	<b>76,957</b>	<b>101,635</b>
Police Chief	<b>89,054</b>	<b>117,563</b>

<b>Fire</b>	Minimum salary (\$)	Maximum salary w/o longevity (\$)
Engineer	<b>48,312</b>	<b>62,491</b>
Fire Prevention/Code Inspector	<b>48,979</b>	<b>65,250</b>
Fire Lieutenant	<b>52,207</b>	<b>63,724</b>
Fire Captain	<b>57,326</b>	<b>63,724</b>
Battalion Chief	<b>70,174</b>	<b>90,273</b>
Assistant Fire Chief (2nd below Fire Chief)	<b>69,702</b>	<b>91,134</b>
Deputy Chief (1st below Fire Chief)	<b>72,218</b>	<b>96,774</b>
Fire Chief	<b>82,833</b>	<b>110,852</b>