

777 North Capitol Street, NE Suite 500 Washington, DC 20002-4201 http://icma.org

Police and Fire Personnel, Salaries, and Expenditures, 1998

The *Police and Fire Personnel, Salaries, and Expenditures* surveys were mailed in the winter/spring of 1998 to all municipalities with populations 10,000 and over. Of the 2,857 cities, towns, villages, boroughs, and townships that received surveys, 1,399 responded (49.0%).

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.

Does your municipality provide **police** services? **98.1** Yes **1.9** No

- A. If Yes, indicate the type of police services to your municipality.
 - **84.8** Full time paid police department
 - **0.0** Volunteer
 - **8.6** Combined full-time paid and volunteer department
 - **2.5** Public safety department
 - **3.6** Contract with county or other government entity
 - **0.0** Contract with private company
 - **0.4** Other
- B. If *No*, indicate police service is provided.
 - **4.3** Special district provides police service
 - **8.7** Regional police service
 - **78.3** County provides police service
 - **8.7** Other

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

- **81.2** 40 hours
- **8.0** 42 hours
- **2.4** 48 hours
- **0.0** 56 hours
- **8.4** Other

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

- **56.2** 8 hour
- **31.9** 10/12 hour
- **0.2** 24 hour
- **11.7** Other

Does your municipality provide **fire protection** services? **89.1** Yes **10.9** No

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

- **56.6** Full time paid fire department
- **13.6** All volunteer fire department
- **22.7** Combined full-time paid and volunteer department
- **2.8** Public safety department
- **2.4** Contract with county or other government entity
- **0.3** Contract with private company
- **1.6** Other

If No, indicate how fire services is provided.

- **53.3** Special district provides fire service
- **7.6** Regional fire services
- **28.8** County provides fire services
- **8.3** Other

Average hours worked per week for firefighters (excluding overtime)

- **5.7** 40 hours
- **9.0** 42 hours
- **9.3** 48 hours
- **52.6** 56 hours
- **23.4** Other

Average hours worked per shift on an average day for firefighters

- **3.2** 8 hour
- **7.9** 10/12 hour
- **82.3** 24 hour
- **6.6** Other

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

- **79.3** Yes
- **20.7** No.

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

61.2 Yes

38.8 No

If Yes, what is your average minimum crew for

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

Has your fire department adopted NFPA standards

63.4 Yes

36.6 No

A. If *Yes*, have you adopted NFPA standard 1500 **72.9** Yes **27.1** No

B. If *No*, are you considering adopting standards **40.8** Yes **59.2** No

Services included in fire department budget

- **45.3** Ambulance personnel
- **91.7** EMT personnel
- **49.0** Ambulance equipment
- **92.4** EMT equipment

As of January, 1998

Part I	Police	<u>Fire</u>
Full time paid employees	(Average) 122	(Average) 81
Full time sworn officers and firefighters	96	78
Part time paid employees (officers, firefighters, and civilian)	15	12
Volunteers	46	46
Minimum annual base salary paid to sworn full- time police officers and firefighters	29,192	27,413
Maximum annual base salary paid to sworn full- time police officers and firefighters	39,907	36,221
Years of service are required before personnel without promotional rank receive the maximum annual base salary	6.5	6.0
Can personnel receive longevity pay?	65.2 Yes 34.8 No	62.0 Yes 38.0 No
If <i>Yes</i> , what is the maximum annual salary with longevity pay included that sworn full time police officers and firefighters can receive	43,415	38,879
How many years of service are required before personnel receive longevity pay	5.25	5.0
Part II		
Salaries and wages of all department personnel	<u>Police</u> (Average) 5,307,571	Fire (Average) 3,670,567
	5,507,571	3,070,507
Contributions for employee benefits:		
To federal social security	206,531	100,277
To employee retirement systems	844,764	592,477

To health, hospital, disability, and life insurance programs.	548,921	369,429
Capital outlay	243,746	219,538
All other departmental expenditures	1,060,479	587,065
Total departmental expenditures	7,170,805 5,466,066	
Does any of these expenditures come out of a department budget than	28.6 Yes 71.3 No	25.3 Yes 74.6 No

Average annual salary ranges for benchmark positions as of January 1, 1998.

Police	Minimum salary	Maximum salary w/o longevity
Police Corporal	35,639	40,273
Police Sergeant	44,000	46,541
Police Lieutenant	45,208	52,642
Police Captain	48,060	58,088
Deputy Chief	51,224	61,657
Police Chief	57,877	71,785
Fire	Minimum salary	Maximum salary w/o longevity
Engineer	33,757	40,527
Fire Prevention/Code Inspector	34,695	44,554
Fire Lieutenant	36,181	42,218
Fire Captain	39,538	46,156
Battalion Chief	47,187	57,180
Assistant Fire Chief (2nd below Fire Chief)	47,766	56,477
Deputy Chief (1st below Fire Chief)	47,809	60,331
Fire Chief	54,678	68,750