

Police and Fire Personnel, Salaries, and Expenditures, 2007

The Police and Fire Personnel, Salaries, and Expenditures surveys were mailed in the winter/spring of 2007 to all municipalities with populations 10,000 and over. Of the 3,263 cities, towns, villages, boroughs, and townships that received surveys, 1,391 responded (42.6%).

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.

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? 96.5 Yes

> 3.5 No

- A. If Yes, indicate the type of police services in your municipality.
 - 82.8 Full-time paid or full-time and part-time police department
 - All volunteer 0.1
 - 10.1 Combined full-time paid and volunteer department
 - 2.4 Public safety department
 - Contract with county or other government entity 4.3
 - Contract with private company 0.0
 - 0.4 Other
- B. If *No*, indicate how police service is provided.
 - 2.4 Special district provides police service
 - 9.5 Regional police service
 - 73.8 County provides police service
 - 14.3 Other

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

- 76.2 40 hours
- 13.6 42 hours
- 1.9 48 hours
- 0.1 56 hours
- 8.2 Other

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

- **41.4** 8 hour
- **46.0** 10/12 hour
- **0.2** 24 hour
- **12.4** Other

Does your municipality provide **fire protection** services? **85.1** Yes

14.9 No

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

- **62.7** Full-time paid fire department
- 11.9 Volunteer fire department
- **19.6** Combined full-time paid and volunteer department
- **2.9** Public safety department
- **1.8** Contract with county or other government entity
- **0.3** Contract with private company
- **0.8** Other

If No, indicate how fire service is provided.

- **50.9** Special district provides fire service
 - **6.7** Regional fire services
- **28.5** County provides fire services
- **13.9** Other

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

- **6.2** 40 hours
- **8.4** 42 hours
- **9.2** 48 hours
- **22.1** 56 hours
- **38.1** Other
- **16.0** 50-54 hours

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

- **3.6** 8 hour
- **3.5** 10/12 hour
- **4.6** 10/14 hour
- **78.0** 24 hour
- **10.3** Other

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

- **82.4** Yes
- **17.6** No

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

- **67.7** Yes
- **32.3** No

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

- 3.2 Pumpers
- **2.9** Ladders
- **2.5** Rescue units
- **2.6** Other

Has your fire department adopted NFPA standard 1500?

- **38.5** Yes
- **61.5** No

Services included in fire department is budget:

- **48.1** Ambulance personnel
- **90.6** EMT personnel
- **50.7** Ambulance equipment
- **93.4** EMT equipment

As of January 2007

Part I	Police (Average)	<u>Fire</u> (Average)
Full-time paid employees	122	84
Full-time sworn officers and firefighters	93	78
Part-time paid employees (officers, firefighters, and civilian) Volunteers 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.)	14 34 40,228	15 51 37,429
What is the maximum annual base salary paid to sworn full-time police officers and firefighters ?	56,214	50,879
How many years of service are required before personnel without promotional rank receive the maximum annual base salary?	7.3	7.3
Can personnel receive longevity pay? If <i>Yes</i> , what is the maximum annual salary with longevity pay	Yes 67.1 No 32.9 60,628	Yes 64.0 No 36.0 54,376
included that sworn full-time police officers and firefighters can receive?		
How many years of service are required before personnel receive longevity pay?	6.2	5.6
Part II	Police (Average)	Fire (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.)	7,679,704	5,679,427
Contributions for employee benefits: (Report municipal contributions only; EXCLUDE EMPLOYEE CONTRIBUTIONS.)	419,579	889,466
To social security and to state/city administered employee retirement systems	1,342,172	1,634,625
To health, hospital, disability, and life insurance programs Capital outlay All other departmental expenditures Total departmental expenditures	1,241,861 435,590 1,667,362 12,443,188	1,449,725 455,869 1,068,743 11,475,035

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

Police Yes 28.9 No 71.1 Fire Yes 26.0 No 74.0

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

Police Yes 80.3 No 19.7 Fire Yes 68.7 No 31.3

Average annual salary ranges for benchmark positions as of January 1, 2007

Police Police Corporal Police Sergeant Police Lieutenant Police Captain Deputy Chief Police Chief	Minimum salary (\$) 47,243 55,988 63,937 69,090 71,239 82,728	Maximum salary w/o longevity (\$) 60,499 66,599 76,262 86,058 90,743 104,638
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Fire	Minimum salary (\$)	Maximum salary w/o longevity (\$)
Engineer	44,788	57,438
Fire Prevention/Code Inspector	47,702	60,779
Fire Lieutenant	49,649	59,274
Fire Captain	53,626	64,915
Battalion Chief	65,906	85,252
Assistant Fire Chief (2nd below Fire Chief)	62,831	81,021
Deputy Chief (1st below Fire Chief)	67,534	88,095
Fire Chief	76,668	98,861