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Police and Fire Personnel, Salaries, and Expenditures, 1996

The Police and Fire Personnel, Salaries, and Expenditure surveys were mailed in the winter/spring of 1996 to all municipalities with populations 10,000 and over. Of the 2,843 cities, towns, villages, boroughs, and townships that received surveys, 1,449 responded (51.0%).

For more information on the ICMA's *Police and Fire Personnel, Salaries, and Expenditures*, or to order the dataset, please contact <u>Survey Research</u>.

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? **97.4** Yes **2.6** No

- A. If Yes, indicate the type of police services to your municipality.
 - **85.1** Full time paid police department
 - .1 All volunteer police department
 - 8.5 Combined full-time paid and volunteer department
 - 2.4 Public safety department
 - 2.8 Contract with county or other government entity
 - .1 Contract with private company
 - .6 Other

B. If No, indicate police service is provided.

- **2.9** Regional police service
- 82.4 County provides police service
- 14.7 Other

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

- **82.6** 40 hours
- **7.3** 42 hours
- **1.5** 48 hours
- 8.6 Other

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

- 60.0 8 hour
- **30.0** 10/12 hour
- .1 24 hour
- **9.9** Other

Does your municipality provide **fire protection** services? **89.6** Yes

10.4 No

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

- **57.9** Full time paid fire department
- **13.0** All volunteer fire department
- 22.0 Combined full-time paid and volunteer department
- 2.7 Public safety department
- **1.5** Contract with county or other government entity
- .5 Contract with private company
- 2.4 Other

If No, indicate how fire services is provided.

- 54.3 Special district provides fire service
- **4.3** Regional fire services
- 27.5 County provides fire services
- 13.8 Other

Average hours worked per week for firefighters (excluding overtime)

- **6.7** 40 hours
- **10.5** 42 hours
- **8.3** 48 hours
- **47.3** 56 hours
- 27.2 Other

Average hours worked per shift on an average day for firefighters

- **4.3** 8 hour
- **6.9** 10/12 hour
- **75.0** 24 hour
- 13.8 Other

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

- 77.6 Yes
- 22.4 No

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

- 61.6 Yes
- 38.4 No

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

- 3.1 Pumpers
- 2.8 Ladders
- 2.3 Rescue units
- 2.3 Other

Has your fire department adopted NFPA standards

	51.6 Yes 48.4 No		
A.	If Yes, have you adopted NFPA standard 1500	83.5 16.4	Yes No
В.	If No, are you considering adopting standards	46.6 53.4	Yes No

Services included in fire department budget

45.8	Ambulance	personnel
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- 92.3
- EMT personnel Ambulance equipment EMT equipment 49.5
- 92.2

As of January, 1996

Part I	Police	Fire
Full time paid employees	(Average) 132	(Average) 86
Full time sworn officers and firefighters	104	83
Part time paid employees (officers, firefighters, and civilian) Volunteers	14 23	11 128
Minimum annual base salary paid to sworn full-time police officers and firefighters	\$27,411	\$25,810
Maximum annual base salary paid to sworn full-time police officers and firefighters	\$37,091	\$34,154
Years of service are required before personnel without promotional rank receive the maximum annual base salary	6	6
Can personnel receive longevity pay?	65.6 Yes 34.4 No	62.7 Yes 37.3 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	\$40,673	\$36,925
How many years of service are required before personnel receive longevity pay	6	6
Part II	Police	Fire
Salaries and wages of all department personnel	(Average) \$5,391,063	(Average) \$3,751,184
Contributions for employee benefits:		
To federal social security	\$215,551	\$123,926
To employee retirement systems	\$669,308	\$552,694

To health, hospital, disability, and life insurance programs.	\$610,992	\$412,531	
Capital outlay	\$294,785	\$197,189	
All other departmental expenditures	\$975,185	\$550,588	
Total departmental expenditures	\$7,875,384	\$5,512,649	
Does any of these expenditures come out of a department budget than	28.2 Yes 71.8 No	28.1 Yes 71.9 No	

Average annual salary ranges for benchmark positions as of January 1, 1996.

Police	Minimum salary	Maximum salary w/o longevity
Police Corporal	\$ 29,504	\$ 36,476
Police Sergeant	35,445	42,601
Police Lieutenant	39,902	47,987
Police Captain	43,495	53,005
Deputy Chief	45,897	56,403
Police Chief	53,336	66,942
Fire	Minimum salary	Maximum salary w/o longevity
Engineer	\$ 31,295	\$ 38,600
Fire Prevention/Code Inspector	32,507	40,457
Fire Lieutenant	33,738	39,892
Fire Captain	36,233	43,671
Battalion Chief	43,788	54,206
Assistant Fire Chief (2nd below Fire Chief)	43,079	53,457
Deputy Chief (1st below Fire Chief)	44,160	54,733
Fire Chief	50,757	63,821