

## Police and Fire Personnel, Salaries, and Expenditures, 2008

The *Police and Fire Personnel, Salaries, and Expenditures* surveys were mailed in the winter/spring of 2008 to all municipalities with populations 10,000 and over. Of the 3,271 cities, towns, villages, boroughs, and townships that received surveys, 1,320 responded (40.4%).

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? **97.3 Yes 2.7 No** 

- A. If Yes, indicate the type of police services in your municipality.
  - **83.1** Full-time paid or full-time and part-time police department
  - **0.0** All volunteer
  - **9.8** Combined full-time paid and volunteer department
  - **2.1** Public safety department
  - **4.2** Contract with county or other government entity
  - **0.0** Contract with private company
  - **0.7** Other
- B. If *No*, indicate how police service is provided.
  - **3.0** Special district provides police service
  - **9.1** Regional police service
  - **75.8** County provides police service
  - **6.1** Other

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

- **73.2** 40 hours
- **18.1** 42 hours
- **2.9** 48 hours
- **0.7** 56 hours
- **4.7** Other

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

- **41.2** 8 hour
- **54.0** 10/12 hour
  - **0.2** 24 hour
  - **4.6** Other

Does your municipality provide **fire protection** services? **85.3** 

**14.7** No

Yes

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

- **62.2** Full-time paid fire department
- **13.1** Volunteer fire department
- **18.8** Combined full-time paid and volunteer department
- **2.5** Public safety department
- **2.4** Contract with county or other government entity
- **0.5** Contract with private company
- **0.6** Other

If No, indicate how fire service is provided.

- **52.9** Special district provides fire service
- **7.4** Regional fire services
- **26.5** County provides fire services
- **13.6** Other

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

- **5.1** 40 hours
- **8.1** 42 hours
- **8.9** 48 hours
- **22.6** 56 hours
- **37.2** Other
- **18.0** 50-54 hours

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

- **2.7** 8 hour
- **3.9** 10/12 hour
- **3.7** 10/14 hour
- **78.0** 24 hour
- **11.8** Other

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

- **81.4** Yes
- **18.6** No

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

- **66.6** Yes
- **33.4** No

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

- 3.1 Pumpers
- 3.1 Ladders
- **2.6** Rescue units
- **2.4** Other

Has your fire department adopted NFPA standard 1500?

- **39.2** Yes
- **60.8** No

Services included in fire department is budget:

- **47.8** Ambulance personnel
- **90.5** EMT personnel
- **51.3** Ambulance equipment
- **92.6** EMT equipment

## As of January 2008

Part I	Police (Average)	<u>Fire</u> ( <b>Average</b> )
Full-time paid employees	109	83
Full-time sworn officers and firefighters	91	76
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.)	12 25 41,620	15 46 38,889
What is the maximum annual base salary paid to sworn full-time police officers and firefighters?	59,385	53,517
How many years of service are required before personnel without promotional rank receive the maximum annual base salary?	7.4	7.3
Can personnel receive longevity pay?  If <i>Yes</i> , what is the maximum annual salary with longevity pay	Yes 65.0 No 35.0 79,908	Yes 62.5 No 37.5 75,940
included that <b>sworn full-time police officers and firefighters</b> can receive?	73,500	75,710
How many years of service are required before personnel receive longevity pay?	5.9	5.6
Part II	Police (Average)	<u>Fire</u> (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.)	7,011,342	5,383,773
Contributions for employee benefits: (Report municipal contributions only; EXCLUDE EMPLOYEE CONTRIBUTIONS.)	669,931	373,048
To social security and to state/city administered employee retirement systems	1,083,902	981,814
To health, hospital, disability, and life insurance programs Capital outlay All other departmental expenditures Total departmental expenditures	1,192,868 556,621 1,615,923 11,459,681	956,103 640,692 1,145,325 11,377,619

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

Police Yes 25.9 No 74.1 Fire Yes 23.4 No 76.6

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

Police Yes 83.1 No 16.9 Fire Yes 72.6 No 27.4

## Average annual salary ranges for benchmark positions as of January 1, 2008

Police	Minimum salary (\$)	Maximum salary w/o longevity (\$)
Police Corporal	49,421	61,173
Police Sergeant	58,739	70,349
Police Lieutenant	65,688	79,268
Police Captain	72,761	91,178
Deputy Chief	74,834	96,209
Police Chief	90,570	113,930
Fire	Minimum salary (\$)	Maximum salary w/o longevity (\$)
Engineer	48,307	62,265
Fire Prevention/Code Inspector	49,206	62,673
Fire Lieutenant	50,464	60,772
Fire Captain	60,605	72,716
Battalion Chief	66,851	81,710
Assistant Fire Chief (2nd below Fire Chief)	65,691	83,748
Deputy Chief (1st below Fire Chief)	69,166	88,571
Fire Chief	78,672	104,780