

Police and Fire Personnel, Salaries, and Expenditures, 2010

Survey Methodology

The survey was mailed to all 3,286 city-type local governments with a population of 10,000 and above. The response rate is 38%. Not all respondents answered every question, so for each question the percentages are based on those who answered the question.

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

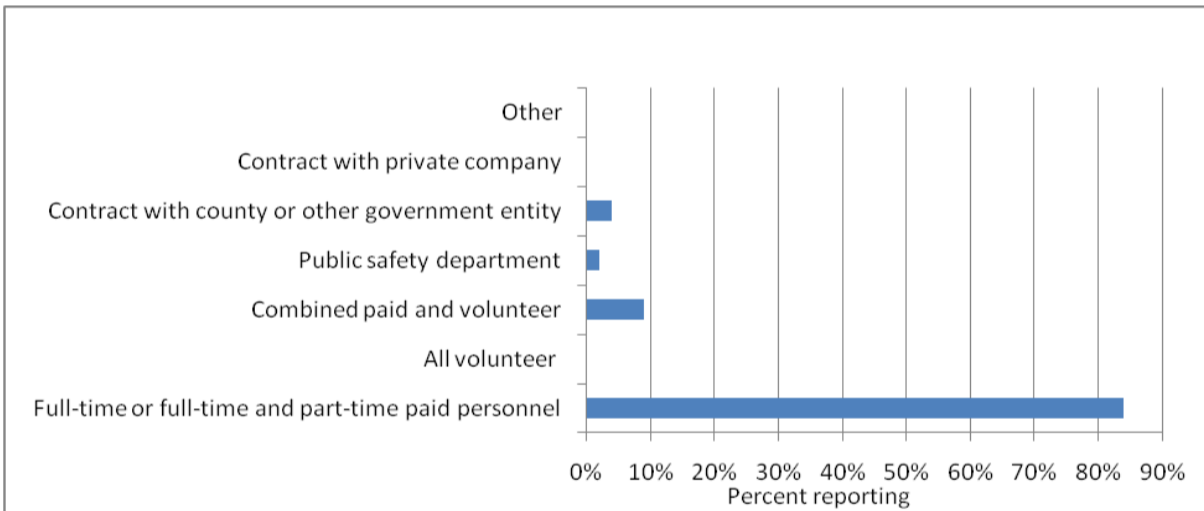


[Click here to buy the complete dataset from bookstore.icma.org.](http://bookstore.icma.org)

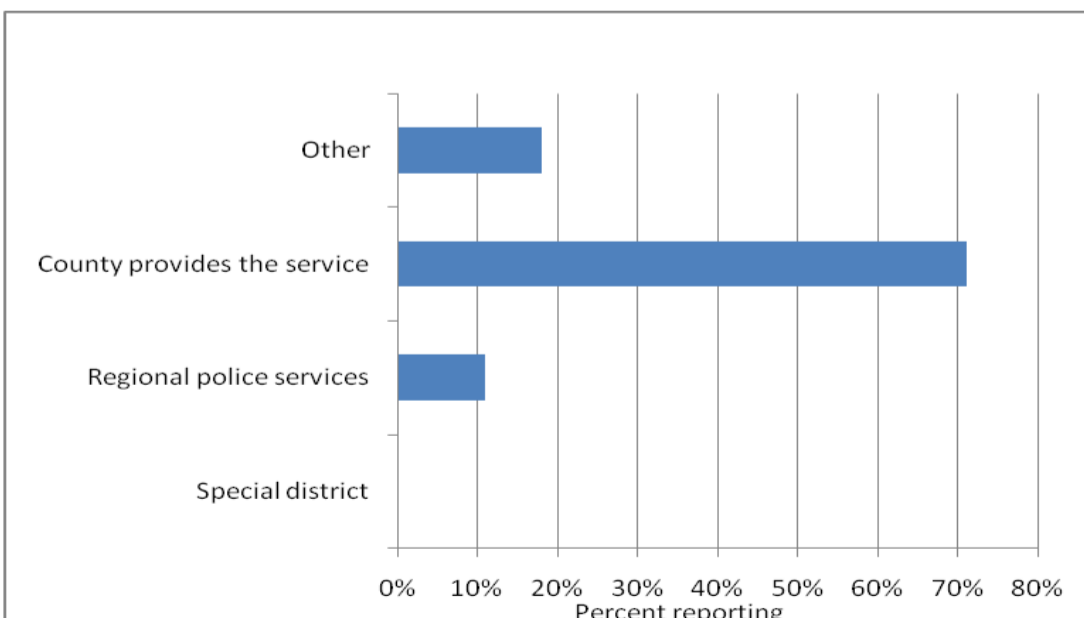
Police Services

Ninety-six percent of survey respondents indicate that the local government provides police services.

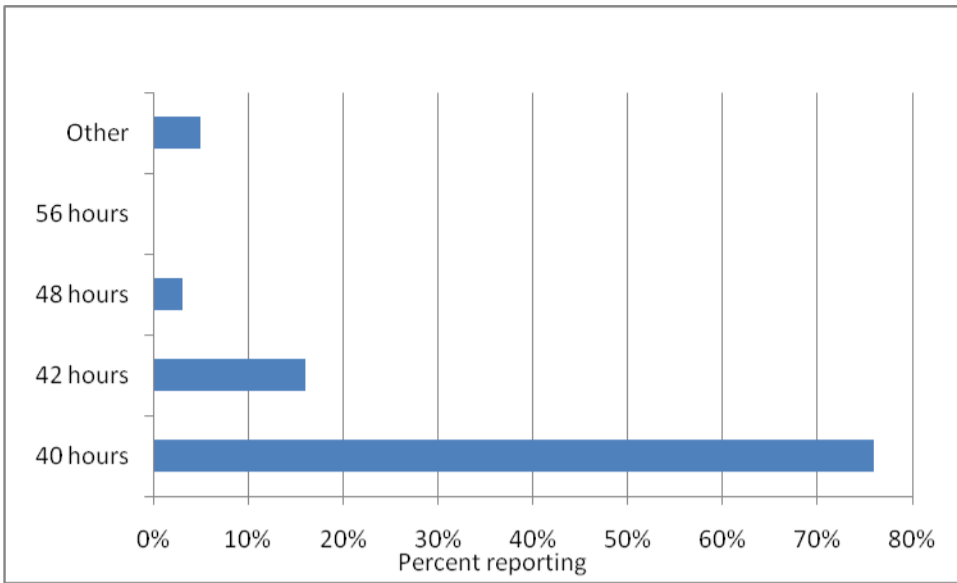
How police services are provided by municipalities that provide them:



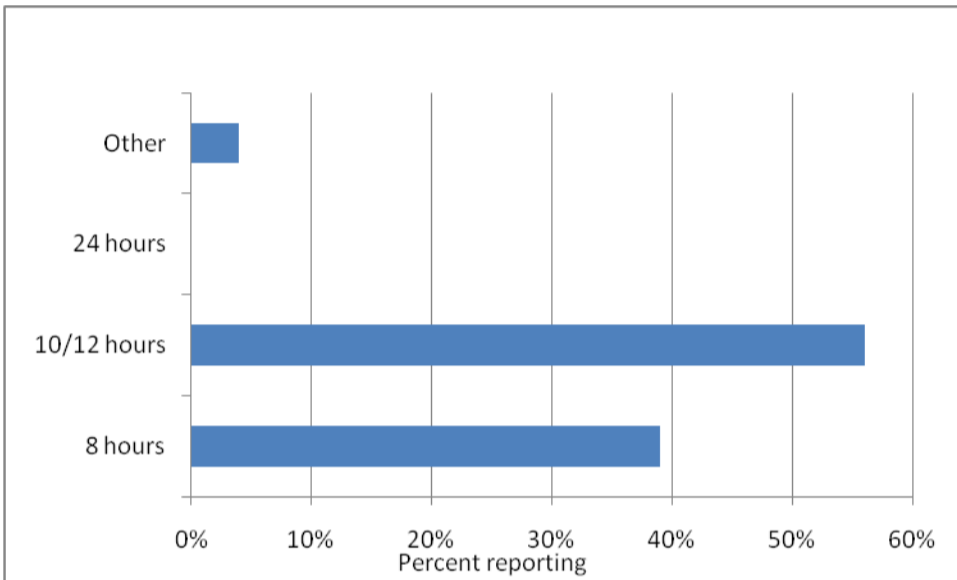
How police services are provided by the few municipalities that do not provide them:



Average hours worked per week for police officers, excluding overtime:



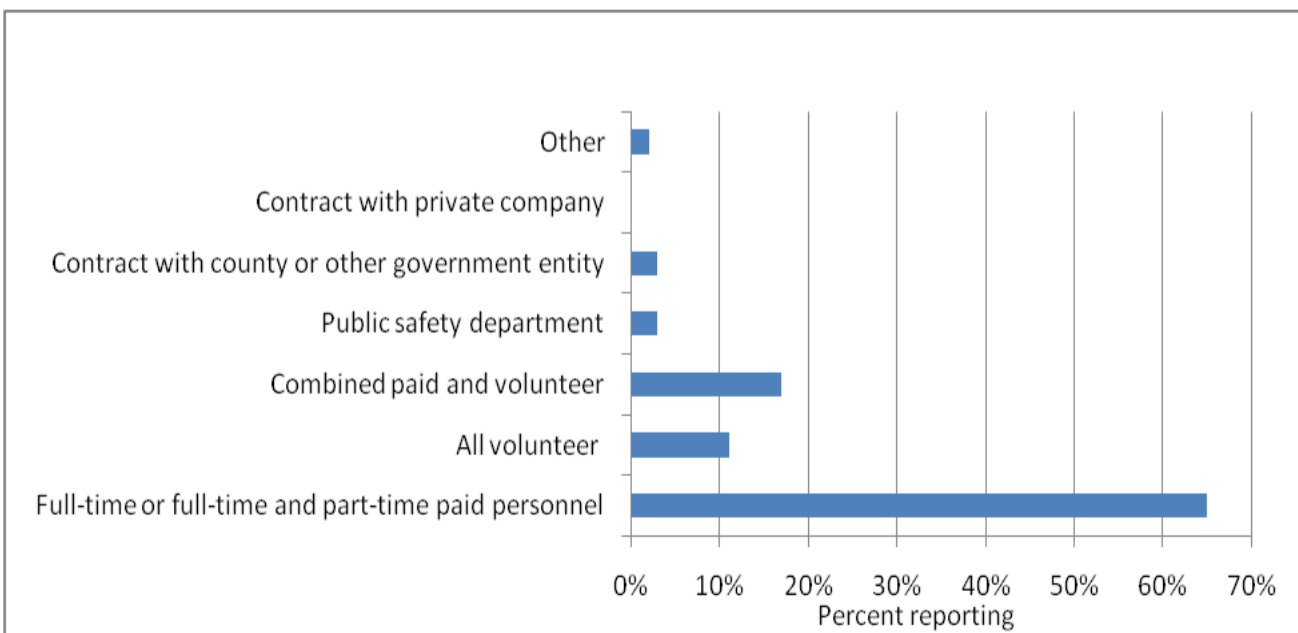
Hours worked per shift on an average day for police officers.



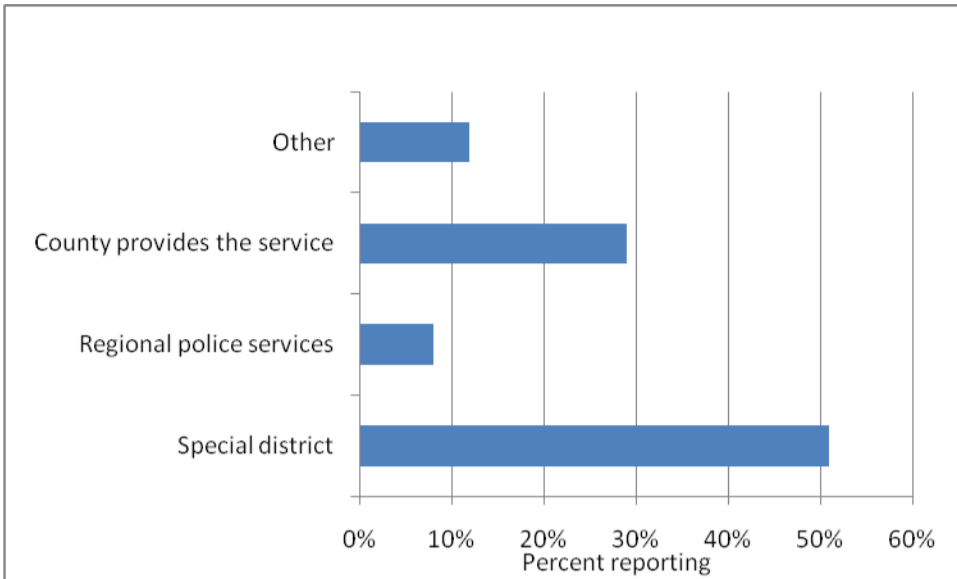
Fire Protection Services

Eighty-five percent of respondents report providing fire services.

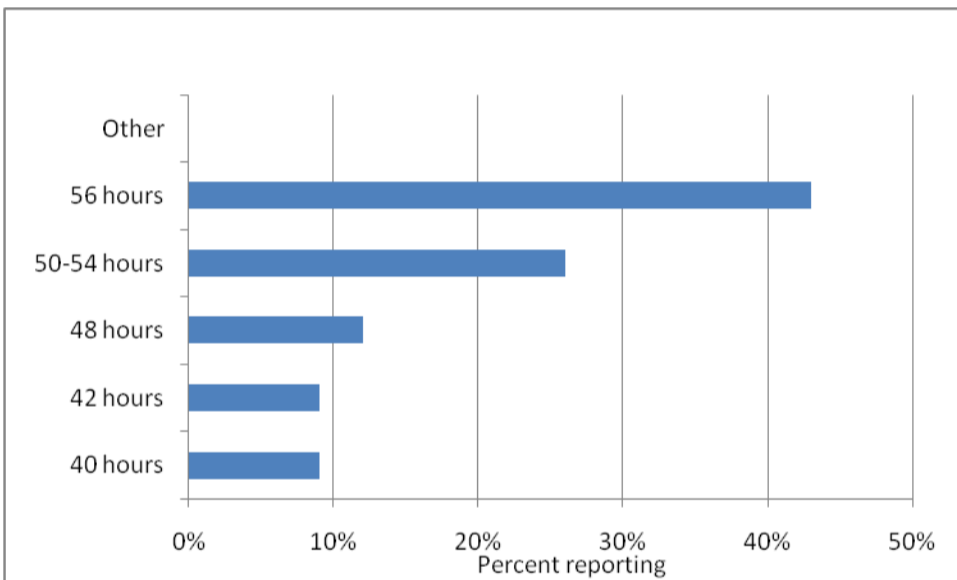
How fire services are provided by municipalities that provide them:



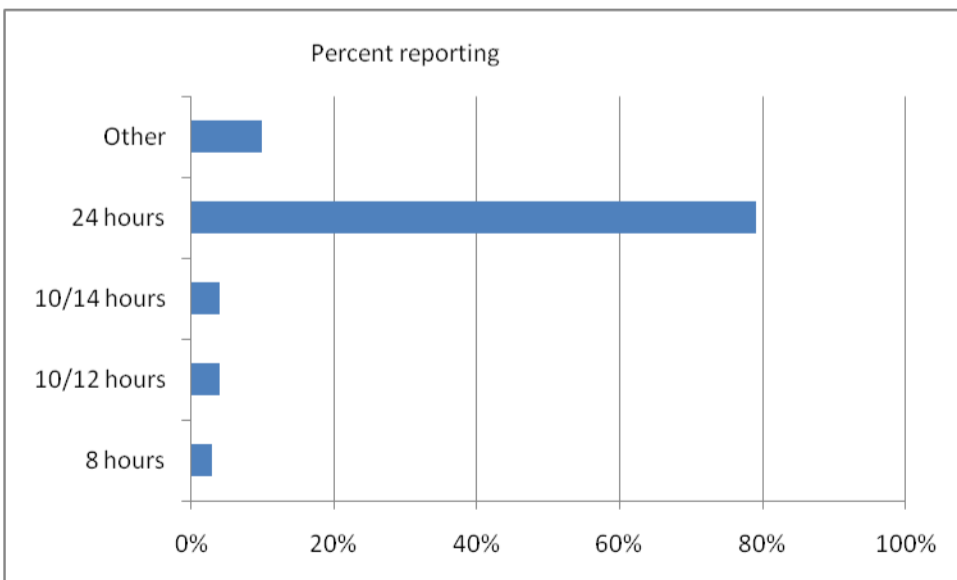
How fire services are provided by the small number of municipalities that do not provide them:



Average hours worked per week for firefighters excluding overtime.



Average hours worked per shift for firefighters.



Eighty-one percent of fire departments have minimum staffing requirements or a policy advising minimum staffing per shift.

Sixty-six percent of fire departments require or state in a policy a minimum number of crew members per apparatus.

Those that require a minimum crew report:

| Apparatus | Average minimum crew |
|------------------|-----------------------------|
| Pumpers | 3 |
| Ladders | 3 |
| Rescue units | 2 |

Sixty percent of local governments responding have not adopted NFPA Standard 1500.

Eighty-eight percent of police departments and eighty percent of fire departments use wireless communications devices (i.e. handheld PC, PDA) in the field.

Services included in the fire department budget:

| Service | Percent reporting service in budget |
|---------------------|--|
| Ambulance personnel | 53% |
| EMT personnel | 91% |
| Ambulance equipment | 54% |
| EMT equipment | 92% |

All amounts reported below are as of January 2010. All **Public Safety Department (PSD)** data should be entered as a consolidated amount **in the Police column**. All amounts shown are averages.

| | Police | Fire |
|--|---------------|-------------|
| Actual number of full-time paid employees | 159 | 119 |
| Actual number of full-time sworn officers and firefighters | 88 | 74 |
| Actual number of part-time paid employees (officers, firefighters, and civilian) | 12 | 11 |
| Actual number of volunteers | 27 | 49 |

For the section below, respondents were instructed to EXCLUDE ALL FIRE PERSONNEL WHO PERFORM AND RECEIVE EXTRA COMPENSATION FOR DUTIES BEYOND THOSE OF THE BASIC "FIREFIGHTER." (Firefighter/EMTs, drivers, engineers, and mechanics should be excluded.) **All amounts are averages.**

| | Police | Fire |
|--|---|---|
| Minimum annual base salary paid to sworn full-time police officers and firefighters. (Not including uniform allowance, holiday pay, hazard pay, overtime, or any other additional compensation.) | \$43,432 | \$40,470 |
| Maximum annual base salary paid to sworn full-time police officers and firefighters who do not hold promotional rank. (Not including uniform allowance, holiday pay, hazard pay, overtime, or any other additional compensation.) | \$61,648 | \$55,244 |
| Years of service are required before personnel without promotional rank receive the maximum annual base salary | 7.5 | 7.5 |
| Can personnel receive longevity pay? (Longevity pay is compensation, above the maximum annual salary, that is received after a certain number of years of service.) | 76% of local governments report longevity pay | 56% of local governments report longevity pay |
| Maximum annual salary with longevity pay included that sworn full-time police officers and firefighters can receive | \$65,553 | \$54,644 |
| Years of service required before personnel receive longevity pay | 6.2 | 5.6 |

Below are average expenditure amounts (not budget) for the department's most **recently completed fiscal year**.

| | Police | Fire |
|---|-------------------|-------------------|
| Department's expenditures in salaries and wages of all department personnel: regular, temporary, full-time, part-time, and stipends for volunteers? (It is the gross amount, including longevity pay, hazard pay, holiday pay, overtime, etc., without deduction of withholding for income tax or employee contributions to social security or retirement coverage.) | \$7,790,826 | \$5,378,251 |
| Department's total overtime expenditures | \$540,442 | \$485,639 |
| Department's contributions to federal social security | \$359,725 | \$195,085 |
| Department's contributions to employee retirement system | \$1,334,947 | \$983,204 |
| Department's contributions to health, hospital, disability, workers' compensation, and life insurance programs | \$1,476,774 | \$876,072 |
| Department's expenditures in capital outlay ? Purchase and replacement of equipment, purchase of land and existing structures, and construction | \$467,372 | \$455,611 |
| All other department expenditures | \$1,657,698 | \$1,073,743 |
| Department's total expenditures | \$9,653,590 | \$6,421,850 |
| Do any of these expenditures come out of a budget other than the police or fire department budget? | 27% report "yes." | 24% report "yes." |

Annual salary ranges for these benchmark positions as of January 1, 2010.

| Police | Minimum average salary | Maximum average salary without longevity |
|-------------------|-------------------------------|---|
| Police Corporal | \$49,378 | \$63,764 |
| Police Sergeant | \$60,493 | \$72,928 |
| Police Lieutenant | \$68,115 | \$83,253 |
| Police Captain | \$73,821 | \$92,563 |
| Dep. Chief | \$77,810 | \$99,906 |
| Police Chief | \$88,598 | \$113,892 |

| Fire | Minimum average salary | Maximum average salary without longevity |
|---|-------------------------------|---|
| Engineer | \$49,192 | \$62,187 |
| Fire Prevention/Code Ins | \$51,252 | \$65,327 |
| Fire Lieutenant | \$53,542 | \$63,532 |
| Fire Captain | \$58,383 | \$70,615 |
| Battalion Chief | \$69,641 | \$88,663 |
| Asst. chief (2 nd below Fire chief) | \$68,612 | \$87,845 |
| Deputy Chief (1 st below Fire chief) | \$72,537 | \$93,812 |
| Fire chief | \$83,075 | \$108,525 |