

Police and Fire Personnel, Salaries, and Expenditures, 2011

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 *2011 Police and Fire Personnel, Salaries, and Expenditures* survey, please contact [Survey Research](#).

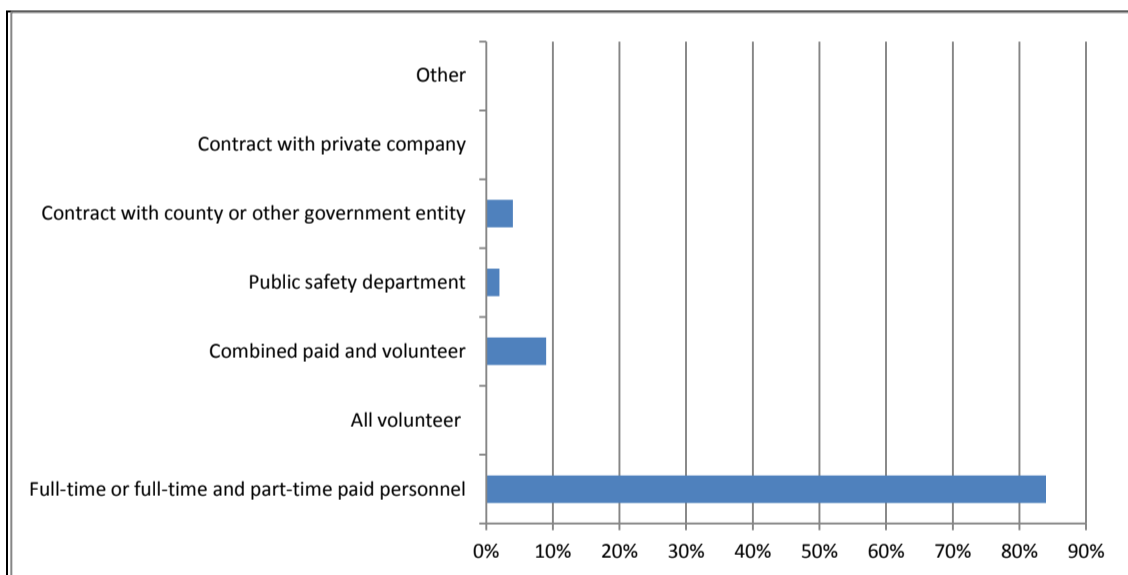


[Click here to buy the complete dataset from bookstore.icma.org.](http://bookstore.icma.org)

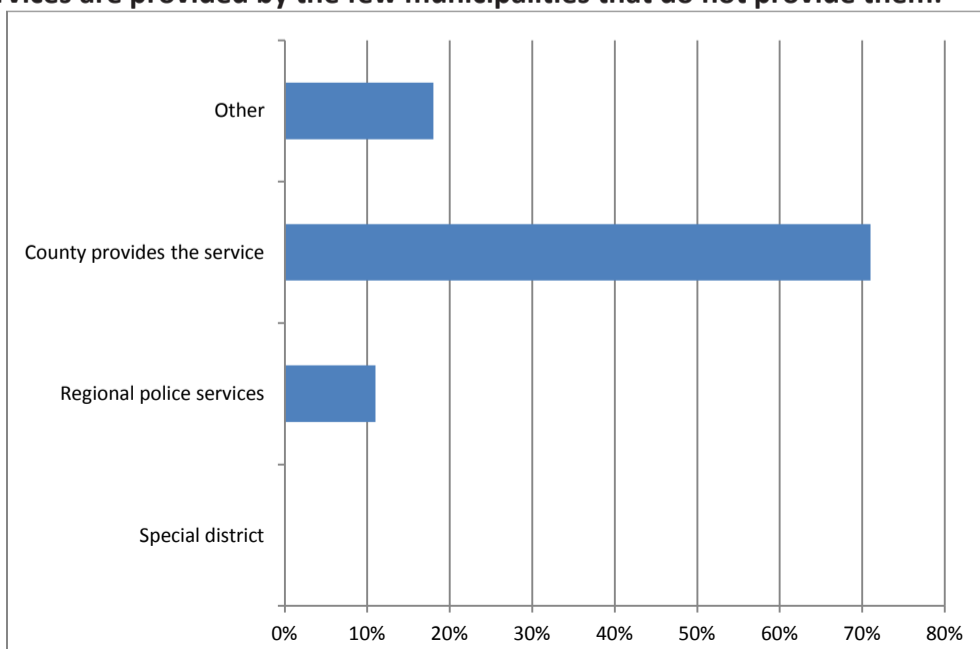
Police Services

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

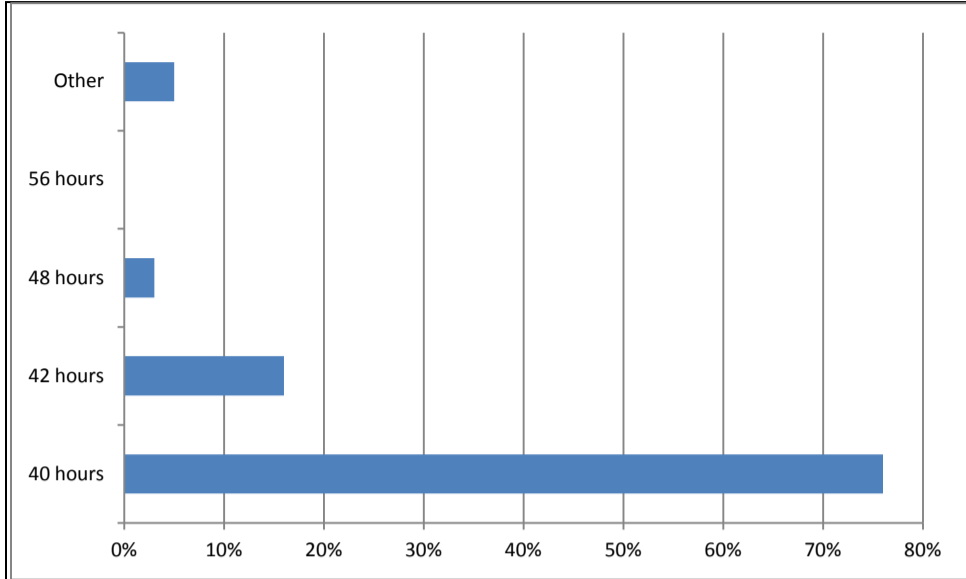
How police services are provided by municipalities that provide them:



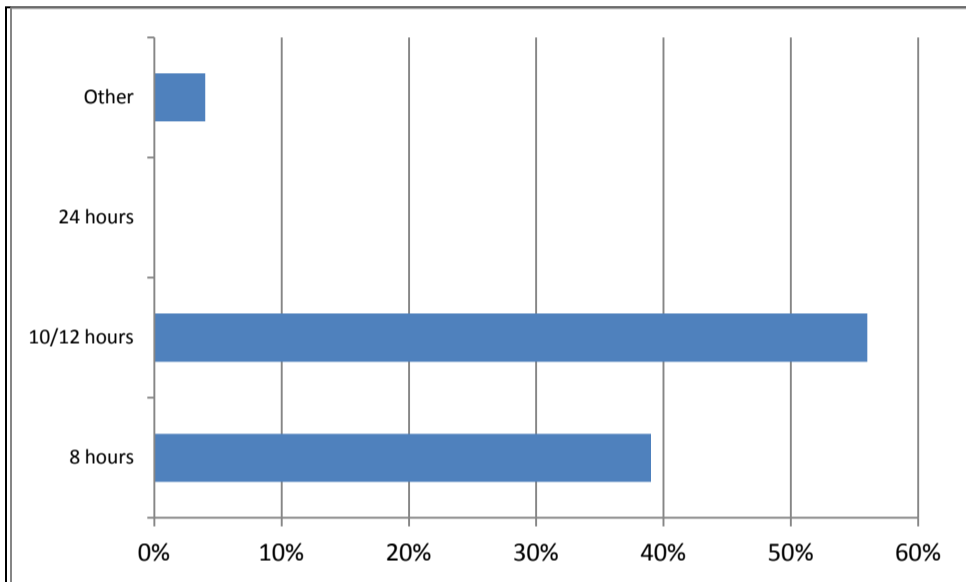
How police services are provided by the few municipalities that do not provide them:



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



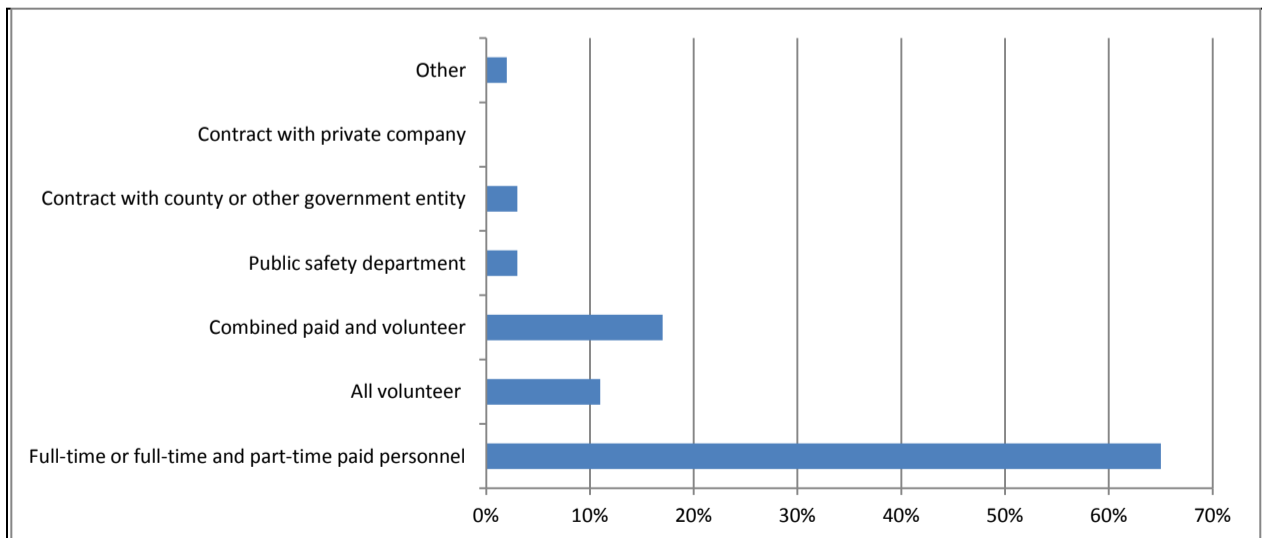
Hours worked per shift on an average day for police officers.



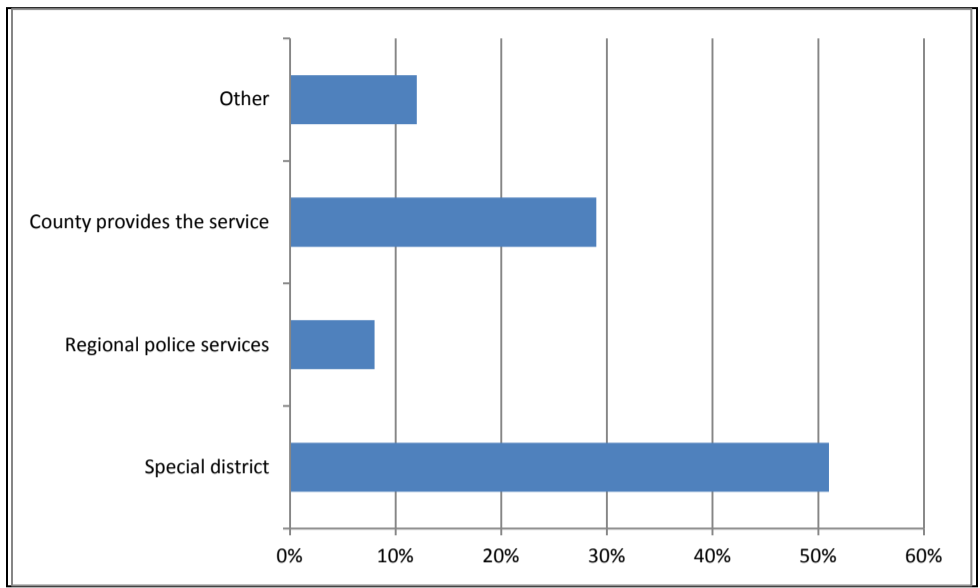
Fire Protection Services

- **Eighty-five percent of respondents report providing fire services.**

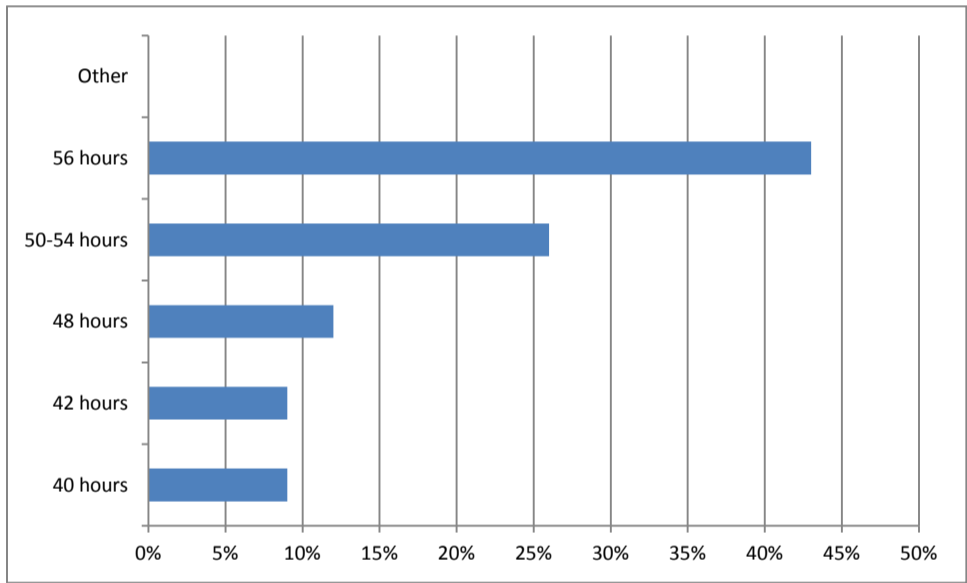
How fire services are provided by municipalities that provide them:



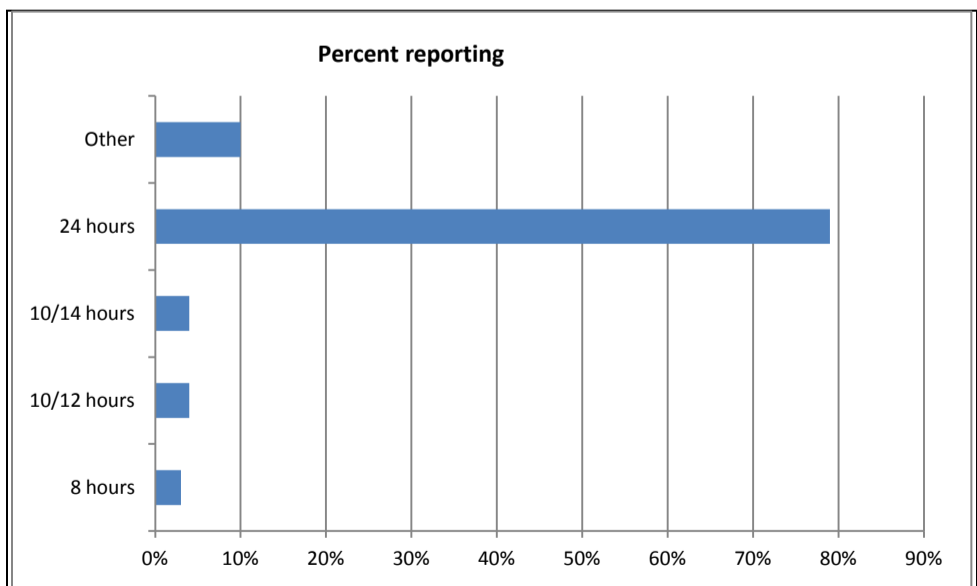
How fire services are provided by the small number of municipalities that do not provide them:



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%

Police and Fire Personnel

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

Police and Fire Expenditures

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-Average	Fire-Average
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, 2011.

Police	Minimum average salary	Maximum average salary without longevity
Police Corporal	\$49,525	\$63,090
Police Sergeant	\$61,533	\$73,925
Police Lieutenant	\$69,136	\$83,853
Police Captain	\$73,919	\$93,466
Deputy Chief	\$78,062	\$99,722
Police Chief	\$88,815	\$115,336

Fire	Minimum average salary	Maximum average salary without longevity
Engineer	\$38,663	\$62,686
Fire Prevention/Code Ins	\$51,519	\$66,217
Fire Lieutenant	\$53,964	\$65,192
Fire Captain	\$57,578	\$69,877
Battalion Chief	\$68,804	\$88,412
Asst. chief (2 nd below Fire chief)	\$68,875	\$89,383
Deputy Chief (1 st below Fire chief)	\$72,741	\$94,679
Fire chief	\$81,017	\$108,864