

Police and Fire Personnel, Salaries, and Expenditures, 2013

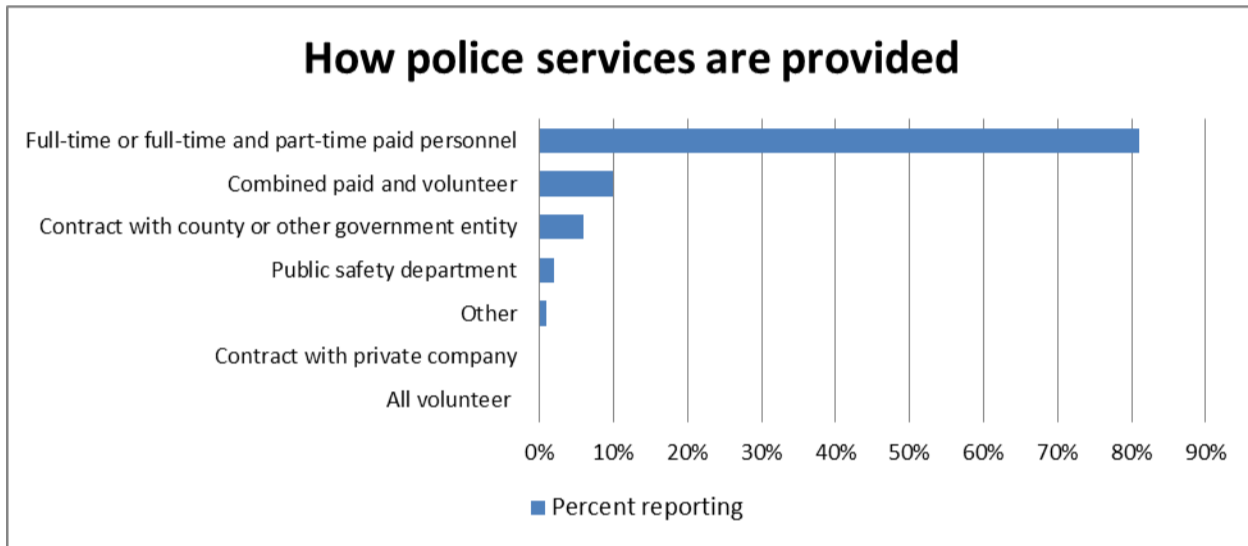
SURVEY METHODOLOGY

The survey was mailed to all 4,227 city-type local governments with a population of 10,000 and above. The response rate is 32%. Not all respondents answered every question, so for each question the percentages are based on those who answered the question.

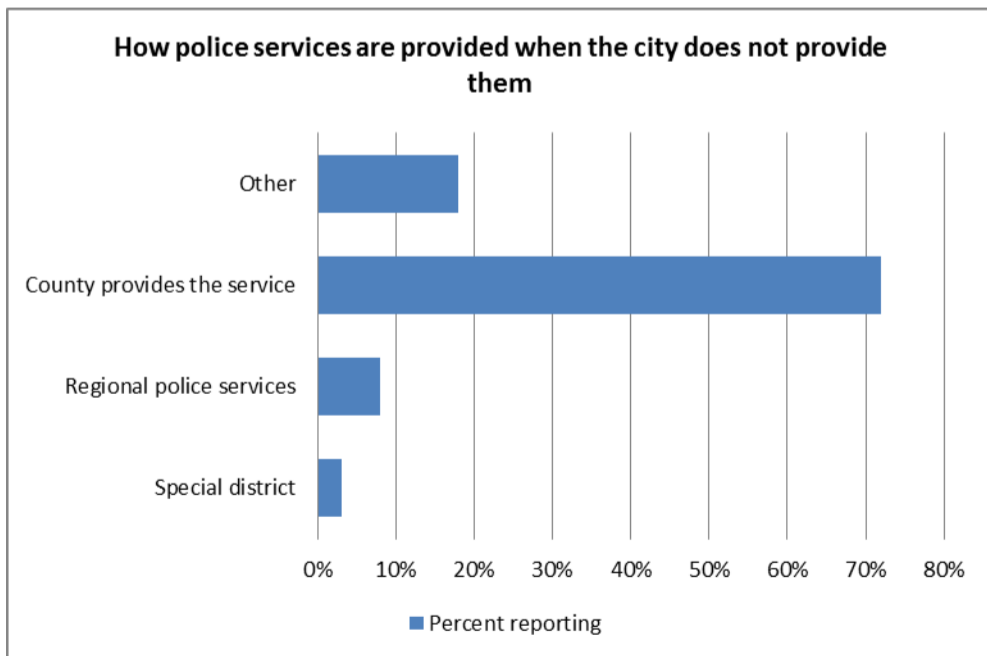
POLICE SERVICES

- Eighty-nine percent of survey respondents indicate that the local government provides police services.

How police services are provided by municipalities that provide them:

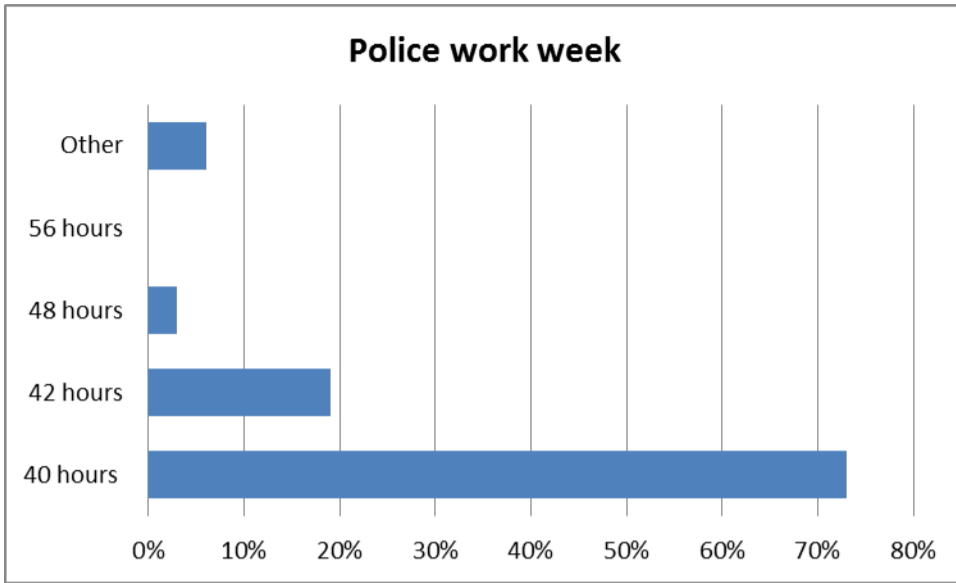


How police services are provided by the few municipalities that do not provide them. (The chart is based on 137 cities.)

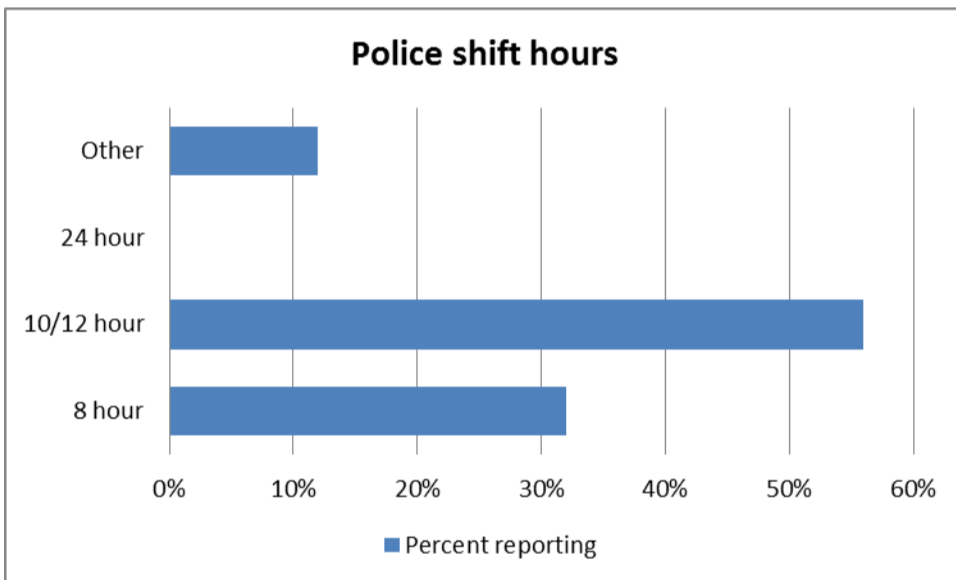


HOURS WORKED

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



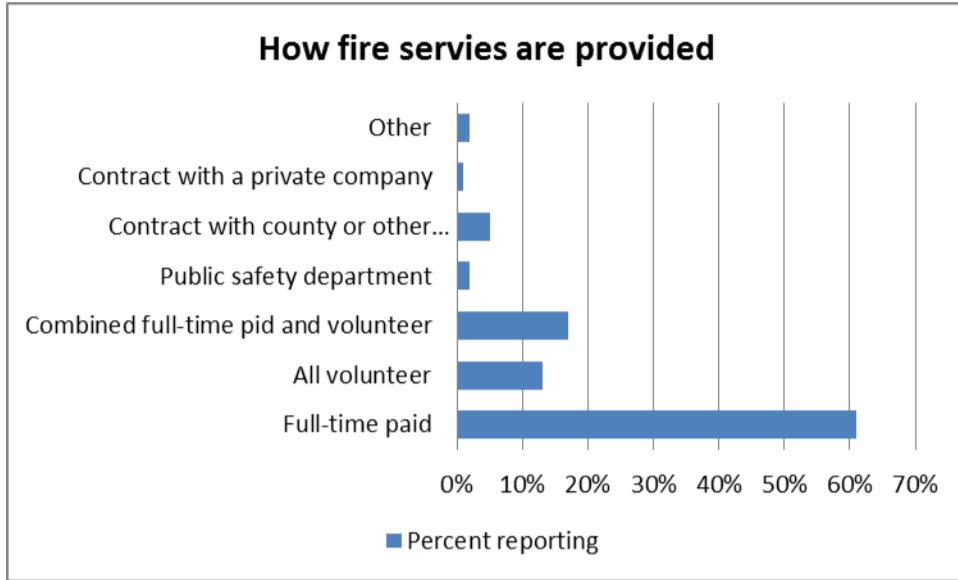
Hours worked per shift on an average day for police officers.



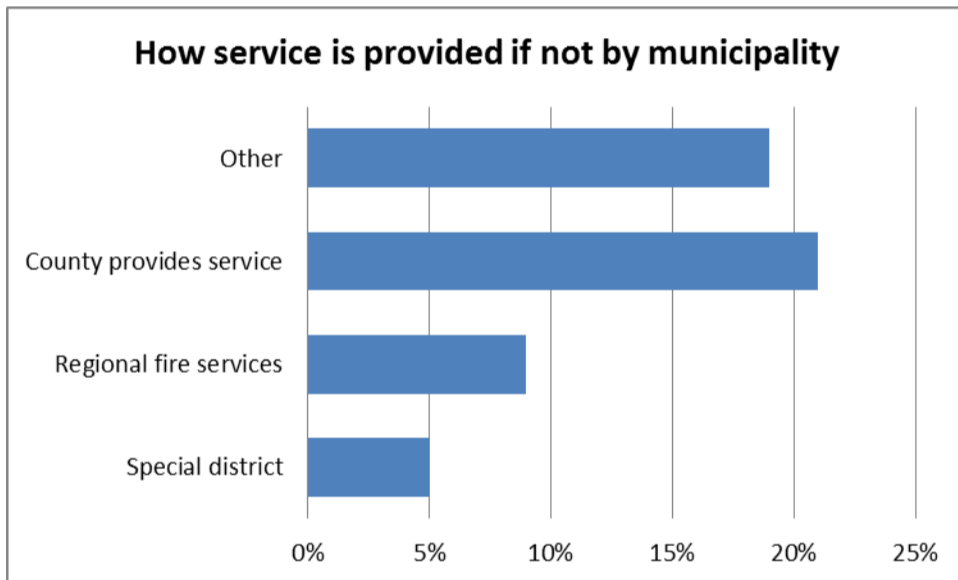
FIRE PROTECTION SERVICES

- Seventy-nine percent of respondents report providing fire services.

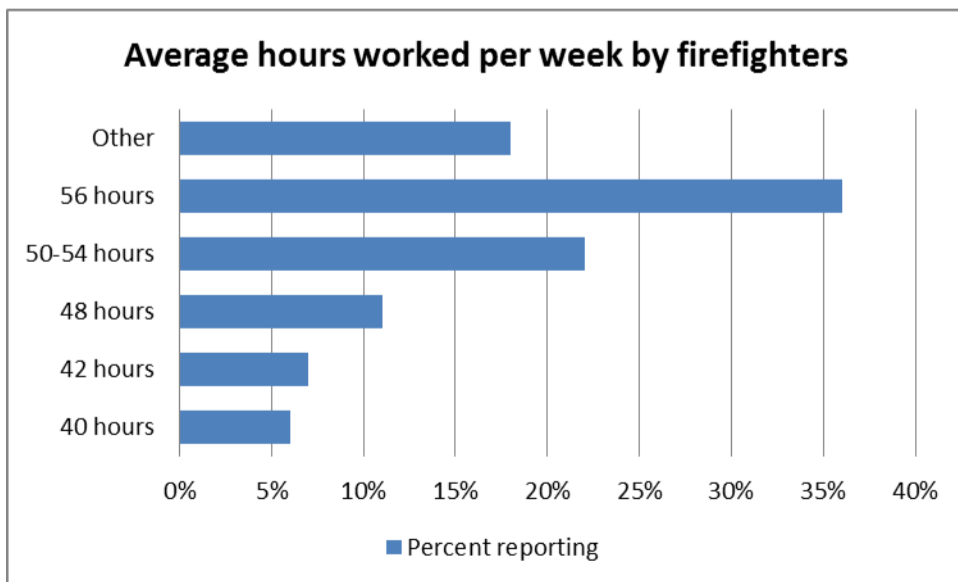
How fire services are provided by municipalities that provide them:



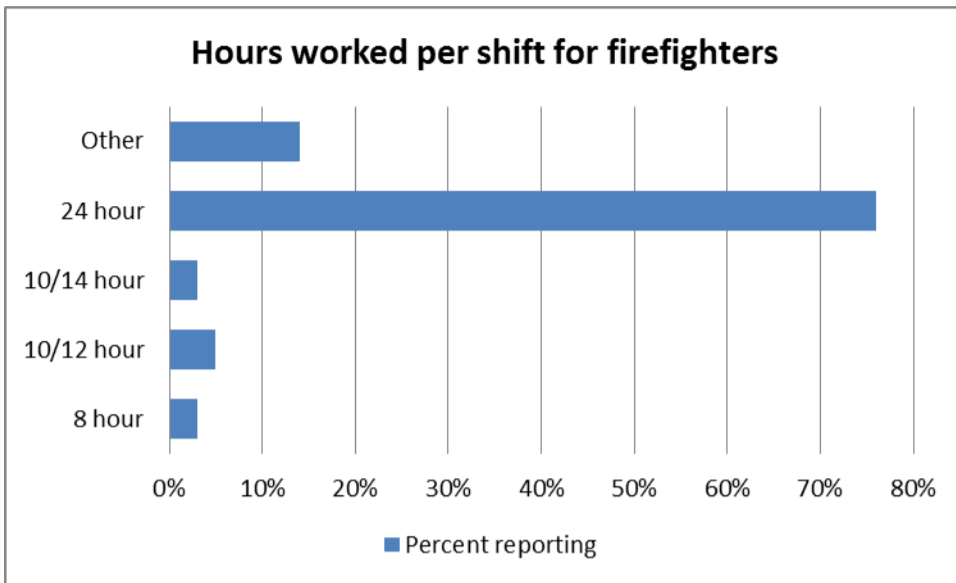
How fire services are provided by the municipalities that do not provide them. (The chart is based on 258 cities reporting.)



Average hours worked per week for firefighters excluding overtime.



Average hours worked per shift for firefighters.



- Seventy-nine percent of fire departments have minimum staffing requirements or a policy advising minimum staffing per shift.
- Sixty-five 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	3

- Fifty-nine percent of local governments responding have not adopted NFPA Standard 1500.
- Eighty-seven 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	89%
Ambulance equipment	54%
EMT equipment	90%

POLICE AND FIRE PERSONNEL

All amounts reported below are as of January 2013. All **Public Safety Department (PSD)** data should be entered as a consolidated amount **in the Police column**. All amounts shown are averages.

	Police-Average number	Fire-Average number
Actual number of full-time paid employees	105	72
Actual number of full-time sworn officers and firefighters	83	71
Actual number of part-time paid employees (officers, firefighters, and civilian)	11	14
Actual number of volunteers	31	42

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.)	\$45,664	\$40,877
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.)	\$64,897	\$57,091
Years of service required before personnel without promotional rank receive the maximum annual base salary.	8.4	8.2
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.)	60%	56%
Maximum annual salary with longevity pay included that sworn full-time police officers and firefighters can receive	\$72,084	\$65,074
Years of service required before personnel receive longevity pay	6	6

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

	Police-average \$	Fire-Average \$
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.)	\$6,732,045	\$3,917,385
Department's total overtime expenditures	\$517,520	\$527,235
Department's contributions to federal social security and the state employee retirement system	\$1,785,202	\$1,310,029
Department's contributions to health, hospital, disability, workers' compensation, and life insurance programs	\$1,358,393	\$946,291
Department's expenditures in capital outlay? Purchase and replacement of equipment, purchase of land and existing structures, and construction	\$306,036	\$375,995
All other department expenditures	\$1,880,007	\$1,167,318
Department's total expenditures	\$12,478,714	\$9,827,370
Do any of these expenditures come out of a budget other than the police or fire department budget?	Yes = 28%	Yes = 25%

Annual salary ranges for these benchmark positions as of January 1, 2013.

Police	Minimum average salary	Maximum average salary without longevity
Police officer	\$45,664	\$64,897
Police Corporal	\$51,197	\$77,873
Police Sergeant	\$63,220	\$75,646
Police Lieutenant	\$70,958	\$86,299
Police Captain	\$76,015	\$95,531
Dep. Chief	\$79,424	\$102,431
Police Chief	\$91,668	\$116,547

Fire	Minimum average salary	Maximum average salary without longevity
Firefighter	\$40,887	\$57,091
Engineer	\$51,021	\$65,125
Fire Prevention/Code Ins	\$53,782	\$68,081
Fire Lieutenant	\$55,887	\$66,142
Fire Captain	\$60,350	\$73,126
Battalion Chief	\$72,596	\$92,614
Asst. chief (2 nd below Fire chief)	\$70,959	\$92,047
Deputy Chief (1 st below Fire chief)	\$74,812	\$96,900
Fire chief	\$84,664	\$111,857