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Police and Fire Personnel, Salaries, and Expenditures, 2004

The *Police and Fire Personnel, Salaries, and Expenditures* surveys were mailed in the winter/spring of 2004 to all municipalities with populations 10,000 and over. Of the 3,247 cities, towns, villages, boroughs, and townships that received surveys, 1,559 responded (48.0%).

For more information on ICMA's *Police and Fire Personnel, Salaries, and Expenditures* survey or to order a dataset, please contact [Sebia M. Clark](#).



[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? **96.8** **Yes**
 3.2 **No**

A. If *Yes*, indicate the type of police services in your municipality.

- 86.3** Full-time paid or full-time and part-time police department
- 0.0** All volunteer
- 6.5** Combined full-time paid and volunteer department
- 2.2** Public safety department
- 4.6** Contract with county or other government entity
- 0.0** Contract with private company
- 0.3** Other

B. If *No*, indicate how police service is provided.

- 4.3** Special district provides police service
- 6.4** Regional police service
- 74.5** County provides police service
- 12.8** Other

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

- 77.3** 40 hours
- 14.9** 42 hours
- 2.3** 48 hours
- 0.4** 56 hours
- 5.1** Other

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

51.8	8 hour
44.5	10/12 hour
0.1	24 hour
3.6	Other

Does your municipality provide **fire protection** services? **86.8** Yes
13.1 No

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

63.2	Full-time paid fire department
12.5	Volunteer fire department
18.6	Combined full-time paid and volunteer department
2.2	Public safety department
2.1	Contract with county or other government entity
0.4	Contract with private company
1.0	Other

If *No*, indicate how fire service is provided.

53.8	Special district provides fire service
6.5	Regional fire services
33.7	County provides fire services
6.0	Other

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

5.3	40 hours
8.8	42 hours
9.6	48 hours
20.0	56 hours
40.2	Other
16.1	50-54 hours

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

3.4	8 hour
4.9	10/12 hour
4.3	10/14 hour
77.9	24 hour
9.4	Other

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

80.5 Yes

19.5 No

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

67.6 Yes

32.4 No

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

3.1 Pumpers

2.9 Ladders

2.4 Rescue units

Has your fire department adopted NFPA standard 1500?

35.5 Yes

64.5 No

Services included in fire department is budget:

49.5 Ambulance personnel

90.6 EMT personnel

51.9 Ambulance equipment

92.0 EMT equipment

As of January 2004

Part I	<u>Police</u> (Average)	<u>Fire</u> (Average)
Full-time paid employees	140	91
Full-time sworn officers and firefighters	108	87
Part-time paid employees (officers, firefighters, and civilian)	14	12
Volunteers	30	47
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.)	36,347	33,880
What is the maximum annual base salary paid to sworn full-time police officers and firefighters?	50,793	46,291
How many years of service are required before personnel without promotional rank receive the maximum annual base salary?	7.0	6.9
Can personnel receive longevity pay?	Yes 69.6 No 30.4	Yes 68.8 No 31.2

If <i>Yes</i> , what is the maximum annual salary with longevity pay included that sworn full-time police officers and firefighters can receive?	54,029	48,198
How many years of service are required before personnel receive longevity pay?	5.9	5.7

Part II

	<u>Police</u> (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.)	8,031,389	5,248,642
Contributions for employee benefits: (Report municipal contributions only; EXCLUDE EMPLOYEE CONTRIBUTIONS.)	375,709	155,591
To social security and to state/city administered employee retirement systems	890,656	692,520
To health, hospital, disability, and life insurance programs	904,031	634,488
Capital outlay	352,384	366,569
All other departmental expenditures	1,597,145	1,104,349
Total departmental expenditures	11,759,799	7,787,925

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

Police	Yes 29.5	No 70.5	Fire	Yes 28.3	No 71.7
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Average annual salary ranges for benchmark positions as of January 1, 2004

Police	Minimum salary (\$)	Maximum salary w/o longevity (\$)
Police Corporal	41,793	51,661
Police Sergeant	49,895	59,454
Police Lieutenant	56,115	67,580
Police Captain	60,908	75,497
Deputy Chief	61,110	76,994
Police Chief	72,924	92,983
Fire	Minimum salary (\$)	Maximum salary w/o longevity (\$)
Engineer	41,294	52,461
Fire Prevention/Code Inspector	43,297	54,712
Fire Lieutenant	44,963	53,179
Fire Captain	49,108	59,374
Battalion Chief	58,338	73,487
Assistant Fire Chief (2nd below Fire Chief)	57,860	73,713
Deputy Chief (1st below Fire Chief)	63,899	79,803
Fire Chief	68,701	89,928