



The Police and Fire Personnel, Salaries, and Expenditures surveys were sent in the winter/spring of 1999 to all municipalities with populations 10,000 and over. Of the 2,880 cities, towns, villages, boroughs, and townships that received surveys, 1,413 responded (49.1%).

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.

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

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

0.0	Special district provides police service
13.0	Regional police service
69.6	County provides police service
17.4	Other

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

81.0	40 hours
9.5	42 hours
1.5	48 hours
.2	56 hours
7.8	Other

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

54.8	8 hour
34.0	10/12 hour
.1	24 hour
11.0	Other

Does your municipality provide **fire protection** services? **89.1** Yes
10.9 No

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

57.7	Full-time paid fire department
11.9	Volunteer fire department
23.1	Combined full-time paid and volunteer department
2.6	Public safety department
2.2	Contract with county or other government entity
.4	Contract with private company
2.1	Other

If No, indicate how fire service is provided.

59.2	Special district provides fire service
6.3	Regional fire services
25.4	County provides fire services
9.2	Other

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

5.8	40 hours
9.9	42 hours
11.2	48 hours
52.3	56 hours
20.8	Other

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

2.6	8 hour
7.5	10/12 hour
82.2	24 hour
7.7	Other

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

79.7	Yes
20.3	No

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

63.3	Yes
36.7	No

If Yes, what is your **average** minimum crew for

3.0	Pumpers
2.9	Ladders
2.3	Rescue units
2.5	Other

Has your fire department adopted NFPA standards

64.6	Yes
35.4	No

A.	If Yes, have you adopted NFPA standard 1500	71.6	Yes
		28.4	No
B.	If No, are you considering adopting standards	38.6	Yes
		61.4	No

Services included in fire department is budget:

47.2	Ambulance personnel
92.2	EMT personnel
48.6	Ambulance equipment
93.8	EMT equipment

As of January 1999

Part I	Police	Fire
	(Average)	(Average)
Full-time paid employees	144	87
Full-time sworn officers and firefighters	106	83
Part-time paid employees (officers, firefighters, and civilian)	15	12
Volunteers	38	45
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.)	\$29,840	\$28,075
What is the maximum annual base salary paid to sworn full-time police officers and firefighters?	\$41,206	\$37,714
How many years of service are required before personnel without promotional rank receive the maximum annual base salary?	7	7
Can personnel receive longevity pay?	66.0 Yes 34.0 No	64.2 Yes 35.8 No
If Yes, what is the maximum annual salary with longevity pay included that sworn full-time police officers and firefighters can receive?	\$44,640	\$40,874
How many years of service are required before personnel receive longevity pay?	6	6
Part II	Police	Fire
	(Average)	(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.)	\$6,281,433	\$4,472,027
Contributions for employee benefits: (Report municipal contributions only; EXCLUDE EMPLOYEE CONTRIBUTIONS.)		
To social security and to state/city administered employee retirement systems	\$1,019,436	\$682,004
To health, hospital, disability, and life insurance programs	\$676,154	\$447,989

Capital outlay	\$326,557	\$238,659
All other departmental expenditures	\$1,338,634	\$707,439
Total departmental expenditures	\$9,462,241	\$6,432,441
Do any of these expenditures come out of a department budget other than:	31.6 Yes	29.6 Yes
	68.4 No	70.4 No

Average annual salary ranges for benchmark positions as of January 1, 1999.

Police	Minimum salary (\$)	Maximum salary w/o longevity (\$)
Police Corporal	35,123	42,312
Police Sergeant	40,858	48,561
Police Lieutenant	46,049	55,144
Police Captain	49,513	61,020
Deputy Chief	51,928	65,499
Police Chief	60,441	75,234

Fire	Minimum salary (\$)	Maximum salary w/o longevity (\$)
Engineer	33,594	42,347
Fire Prevention/Code Inspector	35,370	45,131
Fire Lieutenant	37,439	44,775
Fire Captain	39,905	47,927
Battalion Chief	48,006	59,911
Assistant Fire Chief (2nd below Fire Chief)	48,461	60,607
Deputy Chief (1st below Fire Chief)	50,039	62,609
Fire Chief	56,440	72,171