



The *Police and Fire Personnel, Salaries, and Expenditures* surveys were mailed in the winter/spring of 2002 to all municipalities with populations 10,000 and over. Of the 3,200 cities, towns, villages, boroughs, and townships that received surveys, 1,484 responded (46.4 %).



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

Does your municipality provide police services?	97.0	Yes
	3.0	No

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

85.2	Full-time paid police department
0.0	All volunteer
7.7	Combined full-time paid and volunteer department
1.9	Public safety department
4.8	Contract with county or other government entity
0.0	Contract with private company
.6	Other

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

0.0	Special district provides police service
9.1	Regional police service
68.2	County provides police service
22.7	Other

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

79.3	40 hours
10.7	42 hours
2.1	48 hours
.1	56 hours
7.9	Other

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

53.8	8 hour
41.0	10/12 hour
.2	24 hour
4.7	Other

Does your municipality provide **fire protection** services? **86.9** Yes
13.1 No

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

58.0	Full-time paid fire department
14.0	Volunteer fire department
21.7	Combined full-time paid and volunteer department
2.2	Public safety department
3.0	Contract with county or other government entity
.2	Contract with private company
0.9	Other

If No, indicate how fire service is provided.

53.3	Special district provides fire service
6.7	Regional fire services
24.6	County provides fire services
15.4	Other

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

6.0	40 hours
8.6	42 hours
10.1	48 hours
49.1	56 hours
8.9	Other
17.3	50-54 hours

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

3.3	8 hour
7.6	10/12 hour
81.4	24 hour
7.6	Other

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

78.6	Yes
21.4	No

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

62.3 Yes

37.7 No

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

3.1 Pumpers

2.9 Ladders

2.5 Rescue units

2.2 Other

Has your fire department adopted NFPA standard 1500?

36.8 Yes

63.2 No

Services included in fire department is budget:

45.6 Ambulance personnel

89.9 EMT personnel

49.8 Ambulance equipment

93.7 EMT equipment

As of January 2002

Part I	<u>Police</u> (Average)	<u>Fire</u> (Average)
Full-time paid employees	144	93
Full-time sworn officers and firefighters	112	87
Part-time paid employees (officers, firefighters, and civilian)	14	12
Volunteers	24	36
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.)	33,174	31,485
What is the maximum annual base salary paid to sworn full-time police officers and firefighters ?	49,962	42,959
How many years of service are required before personnel without promotional rank receive the maximum annual base salary?	6.9	7.0
Can personnel receive longevity pay?	Yes 64.0 No 36.0	Yes 59.2 No 40.7
If Yes, what is the maximum annual salary with longevity pay included that sworn full-time police officers and	51,119	46,315

firefighters can receive?

How many years of service are required before personnel receive longevity pay?

5.5

5.4

Part II

Police
(Average)

Fire
(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.)

6,918,764

4,683,696

Contributions for employee benefits: (Report municipal contributions only; EXCLUDE EMPLOYEE CONTRIBUTIONS.)

269,758

134,177

To social security and to state/city administered employee retirement systems

880,122

613,352

To health, hospital, disability, and life insurance programs

769,451

512,988

Capital outlay

455,313

345,352

All other departmental expenditures

1,402,950

730,971

Total departmental expenditures

9,540,620

6,901,129

Average annual salary ranges for benchmark positions as of January 1, 2002.

Police	Minimum salary (\$)	Maximum salary w/o longevity (\$)
Police Corporal	39,899	49,299
Police Sergeant	46,805	55,661
Police Lieutenant	52,446	63,059
Police Captain	56,499	70,177
Deputy Chief	59,790	75,266
Police Chief	68,337	87,037
Fire	Minimum salary (\$)	Maximum salary w/o longevity (\$)
Engineer	38,656	48,678
Fire Prevention/Code Inspector	40,387	51,531
Fire Lieutenant	41,800	49,404
Fire Captain	45,383	54,463
Battalion Chief	54,935	68,673
Assistant Fire Chief (2nd below Fire Chief)	55,645	69,036
Deputy Chief (1st below Fire Chief)	56,522	72,152
Fire Chief	64,134	82,225