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## Police and Fire Personnel, Salaries, and Expenditures, 2006

The *Police and Fire Personnel, Salaries, and Expenditures* surveys were mailed in the winter/spring of 2006 to all municipalities with populations 10,000 and over. Of the 3,257 cities, towns, villages, boroughs, and townships that received surveys, 1,407 responded (43.2%).

For more information on ICMA's *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)

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?   **96.6**   **Yes**  
  **3.4**   **No**

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

- 83.6** Full-time paid or full-time and part-time police department
- 0.0** All volunteer
- 8.9** Combined full-time paid and volunteer department
- 2.5** Public safety department
- 4.6** Contract with county or other government entity
- 0.0** Contract with private company
- 0.4** Other

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

- 2.2** Special district provides police service
- 6.7** Regional police service
- 75.6** County provides police service
- 15.6** Other

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

- 76.5** 40 hours
- 13.2** 42 hours
- 2.5** 48 hours
- 0.3** 56 hours
- 7.5** Other

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

<b>43.0</b>	8 hour
<b>47.5</b>	10/12 hour
<b>0.2</b>	24 hour
<b>9.2</b>	Other

Does your municipality provide **fire protection** services? **85.7** Yes  
**14.3** No

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

<b>62.1</b>	Full-time paid fire department
<b>11.2</b>	Volunteer fire department
<b>19.4</b>	Combined full-time paid and volunteer department
<b>2.4</b>	Public safety department
<b>2.4</b>	Contract with county or other government entity
<b>0.4</b>	Contract with private company
<b>1.3</b>	Other

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

<b>57.4</b>	Special district provides fire service
<b>5.9</b>	Regional fire services
<b>27.8</b>	County provides fire services
<b>8.9</b>	Other

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

<b>6.4</b>	40 hours
<b>9.4</b>	42 hours
<b>10.1</b>	48 hours
<b>20.5</b>	56 hours
<b>37.1</b>	Other
<b>16.6</b>	50-54 hours

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

<b>3.0</b>	8 hour
<b>6.1</b>	10/12 hour
<b>4.4</b>	10/14 hour
<b>75.7</b>	24 hour
<b>10.8</b>	Other

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

**81.3** Yes  
**18.7** No

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

**66.0** Yes  
**34.0** No

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

**3.1** Pumpers  
**2.9** Ladders  
**2.4** Rescue units  
**2.3** Other

Has your fire department adopted NFPA standard 1500?

**37.2** Yes  
**62.8** No

Services included in fire department is budget:

**47.1** Ambulance personnel  
**90.8** EMT personnel  
**49.4** Ambulance equipment  
**92.3** EMT equipment

**As of January 2006**

**Part I**

	<u>Police</u> <b>(Average)</b>	<u>Fire</u> <b>(Average)</b>
Full-time paid employees	<b>135</b>	<b>88</b>
Full-time sworn officers and firefighters	<b>107</b>	<b>82</b>
Part-time paid employees (officers, firefighters, and civilian)	<b>21</b>	<b>19</b>
Volunteers	<b>26</b>	<b>43</b>
What is the <b>minimum annual base salary</b> 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.)	<b>38,569</b>	<b>36,041</b>
What is the <b>maximum annual base salary</b> paid to sworn full-time police officers and firefighters?	<b>53,811</b>	<b>48,224</b>
How many years of service are required before personnel without promotional rank receive the maximum annual base salary?	<b>7.4</b>	<b>7.3</b>
Can personnel receive longevity pay?	<b>Yes 66.6</b> <b>No 33.4</b>	<b>Yes 63.4</b> <b>No 36.6</b>
If Yes, what is the maximum annual salary with longevity pay	<b>57,496</b>	<b>52,017</b>

included that **sworn full-time police officers and firefighters** can receive?

How many years of service are required before personnel receive longevity pay? **6.1** **5.9**

**Part II**

	<u>Police</u> <b>(Average)</b>	<u>Fire</u> <b>(Average)</b>
<b>Salaries and wages of all department personnel:</b> includes regular, temporary, full-time, part-time, and <b>stipends for volunteers.</b> (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.)	<b>8,312,792</b>	<b>6,357,845</b>
<b>Contributions for employee benefits:</b> (Report municipal contributions only; EXCLUDE EMPLOYEE CONTRIBUTIONS.)	<b>403,056</b>	<b>291,287</b>
<b>To social security and to state/city administered employee retirement systems</b>	<b>1,174,920</b>	<b>845,470</b>
<b>To health, hospital, disability, and life insurance programs</b>	<b>1,234,211</b>	<b>826,874</b>
<b>Capital outlay</b>	<b>311,930</b>	<b>351,484</b>
<b>All other departmental expenditures</b>	<b>1,565,778</b>	<b>1,052,544</b>
<b>Total departmental expenditures</b>	<b>11,478,329</b>	<b>7,505,062</b>

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

**Police** Yes **26.8** No **73.2**      **Fire** Yes **27.8** No **72.2**

Does your police and/or fire departments(s) use wireless communications devices?

**Police** Yes **76.1** No **23.9**      **Fire** Yes **64.1** No **35.9**

**Average annual salary ranges for benchmark positions as of January 1, 2006**

	Minimum salary (\$)	Maximum salary w/o longevity (\$)
<b>Police</b>		
Police Corporal	<b>44,160</b>	<b>55,183</b>
Police Sergeant	<b>53,734</b>	<b>63,564</b>
Police Lieutenant	<b>59,940</b>	<b>72,454</b>
Police Captain	<b>65,408</b>	<b>81,466</b>
Deputy Chief	<b>68,797</b>	<b>87,564</b>
Police Chief	<b>78,547</b>	<b>99,698</b>
<b>Fire</b>		
Engineer	<b>43,232</b>	<b>56,045</b>
Fire Prevention/Code Inspector	<b>58,349</b>	<b>45,951</b>
Fire Lieutenant	<b>47,469</b>	<b>56,511</b>
Fire Captain	<b>51,808</b>	<b>62,785</b>
Battalion Chief	<b>62,199</b>	<b>78,611</b>
Assistant Fire Chief (2nd below Fire Chief)	<b>61,887</b>	<b>78,914</b>
Deputy Chief (1st below Fire Chief)	<b>66,420</b>	<b>84,284</b>
Fire Chief	<b>73,435</b>	<b>95,271</b>