

Police and Fire Personnel, Salaries, and Expenditures, 2012

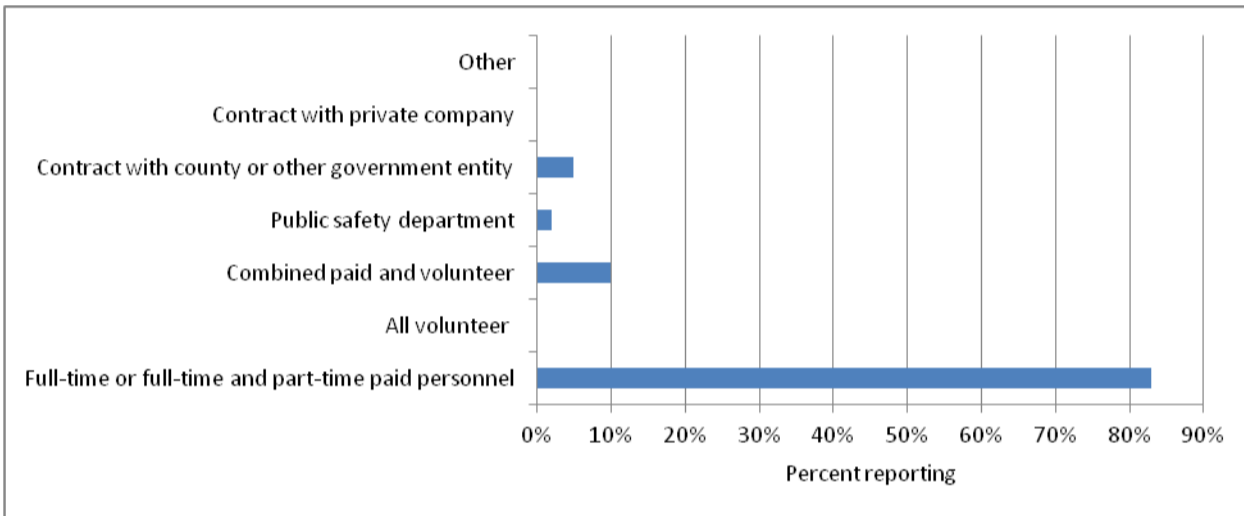
SURVEY METHODOLOGY

The survey was mailed to all 3,301 city-type local governments with a population of 10,000 and above. The response rate is 35%. Not all respondents answered every question, so for each question the percentages are based on those who answered the question.

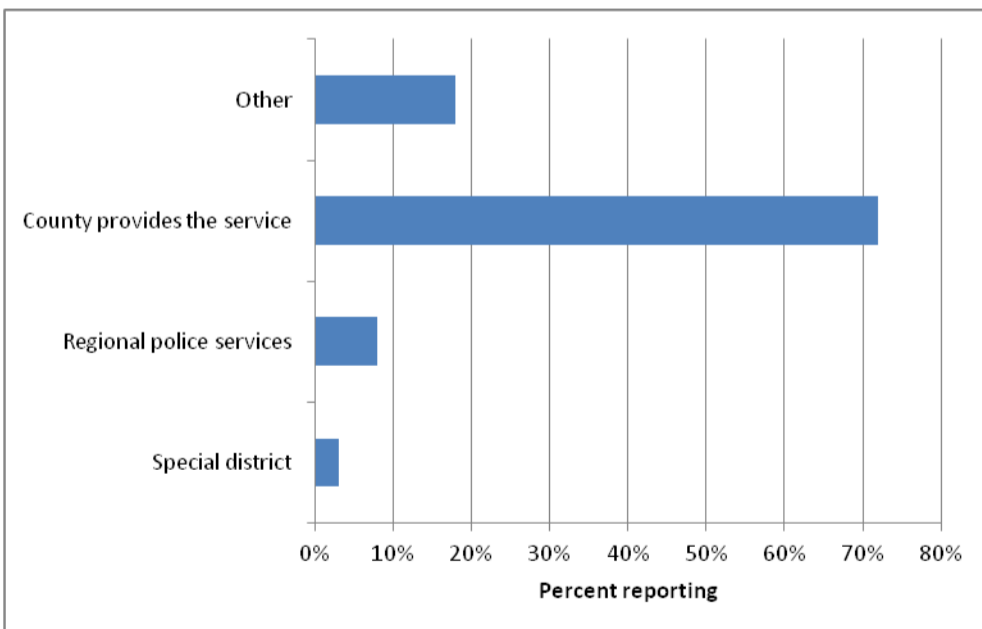
POLICE SERVICES

- Ninety-six percent of survey respondents indicate that the local government provides police services.

How police services are provided by municipalities that provide them:

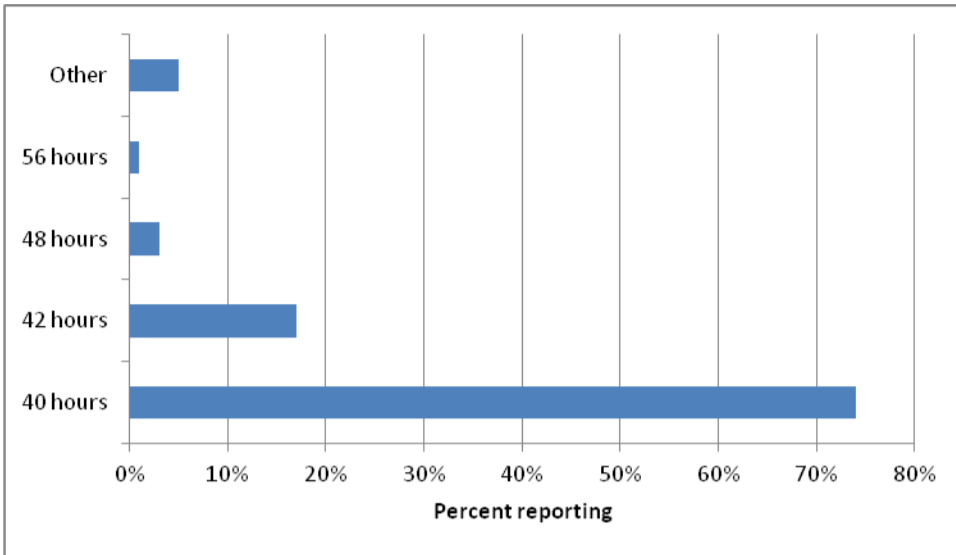


How police services are provided by the few municipalities that do not provide them. (The chart is based on 39 cities.)

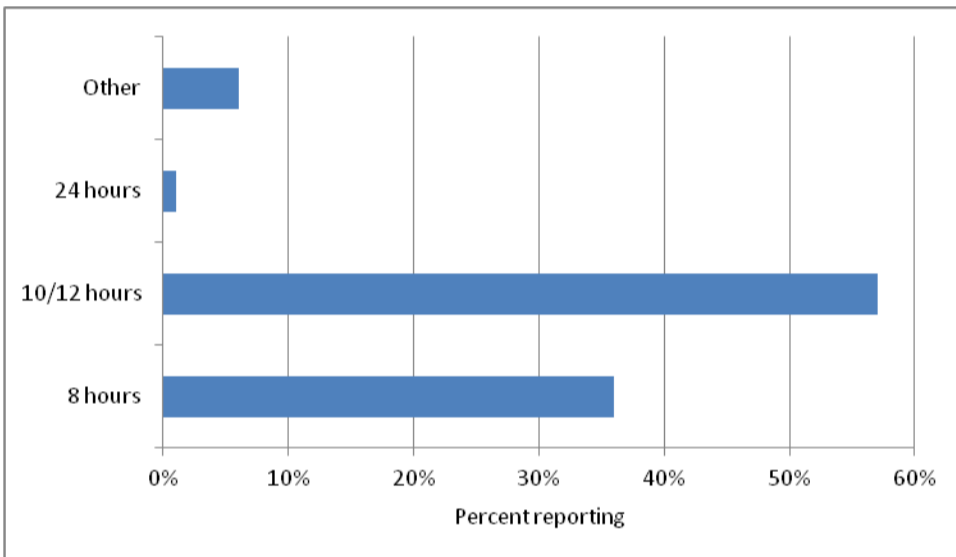


HOURS WORKED

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



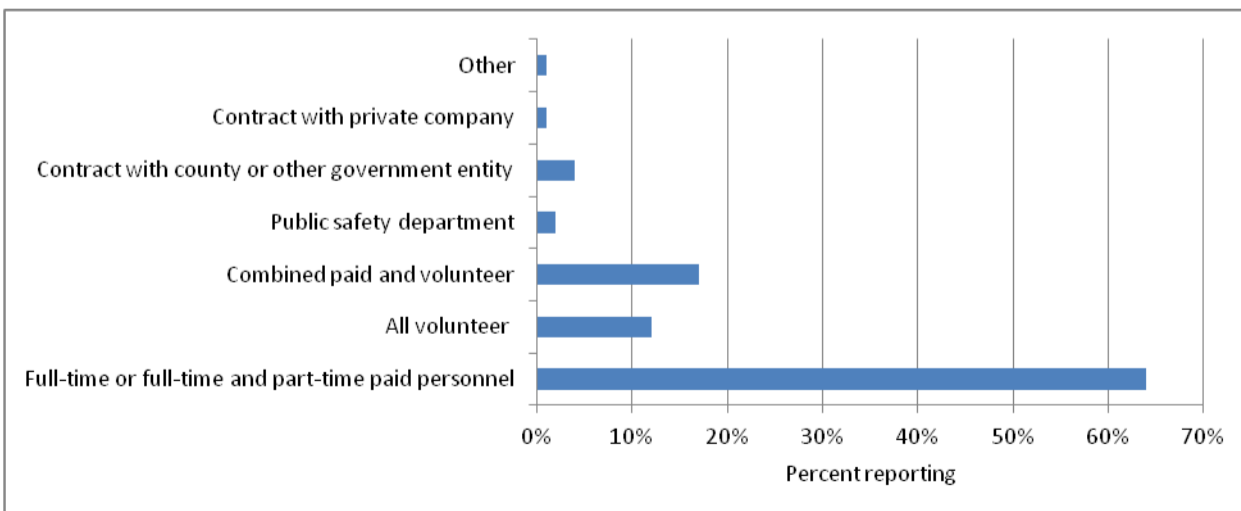
Hours worked per shift on an average day for police officers.



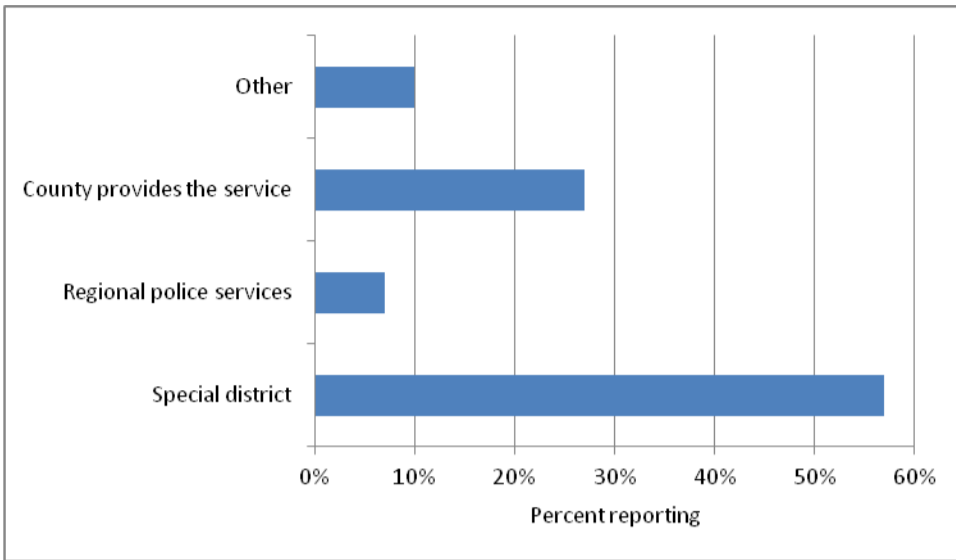
FIRE PROTECTION SERVICES

- Eighty-four percent of respondents report providing fire services.

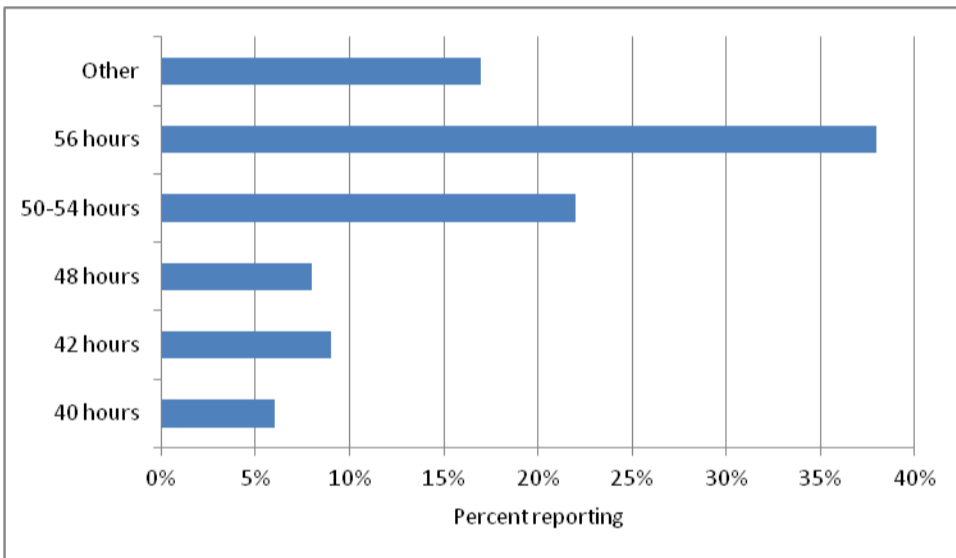
How fire services are provided by municipalities that provide them:



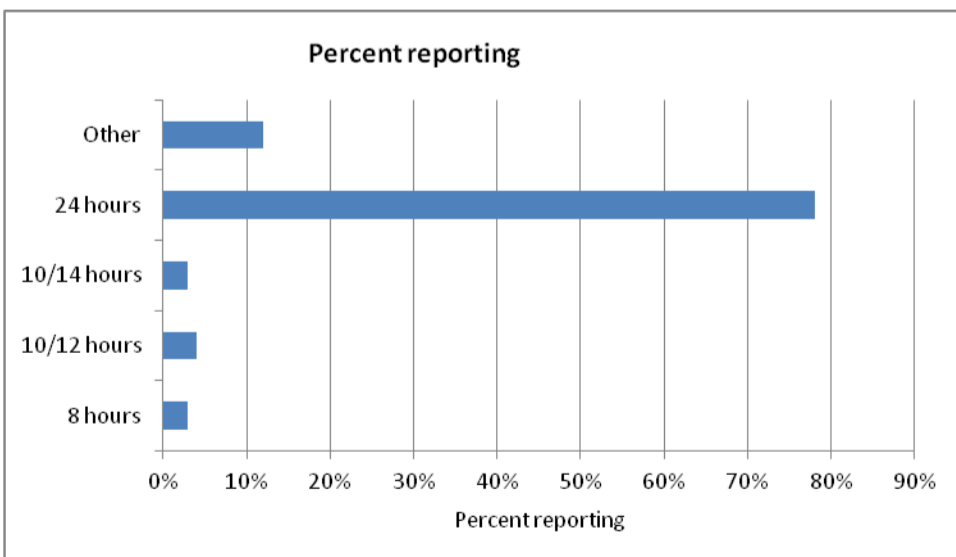
How fire services are provided by the small number of municipalities that do not provide them. (The chart is based on 166 cities reporting.)



Average hours worked per week for firefighters excluding overtime.



Average hours worked per shift for firefighters.



- Eighty percent of fire departments have minimum staffing requirements or a policy advising minimum staffing per shift.

- Seventy-one 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-eight percent of local governments responding have not adopted NFPA Standard 1500.
- Eighty 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	50%
EMT personnel	90%
Ambulance equipment	50%
EMT equipment	92%

POLICE AND FIRE PERSONNEL

All amounts reported below are as of January 2012. 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	135	77
Actual number of full-time sworn officers and firefighters	106	76
Actual number of part-time paid employees (officers, firefighters, and civilian)	13	13
Actual number of volunteers	32	48

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.)	\$44,996	\$40,689
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.)	\$64,018	\$56,404
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.)	64%	58%
Maximum annual salary with longevity pay included that sworn		

full-time police officers and firefighters can receive	\$70,099	\$62,836
Years of service required before personnel receive longevity pay	6.2	5.9

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.)	\$9,468,806	\$6,174,734
Department's total overtime expenditures	\$635,654	\$500,863
Department's contributions to federal social security	\$325,075	\$194,922
Department's contributions to employee retirement system	\$1,768,887	\$1,184,051
Department's contributions to health, hospital, disability, workers' compensation, and life insurance programs	\$1,668,099	\$1,097,072
Department's expenditures in capital outlay? Purchase and replacement of equipment, purchase of land and existing structures, and construction	\$405,280	\$397,770
All other department expenditures	\$2,075,012	\$1,202,470
Department's total expenditures	\$18,033,331	\$10,939,665
Do any of these expenditures come out of a budget other than the police or fire department budget?	Yes = 27%	Yes = 24%

Annual salary ranges for these benchmark positions as of January 1, 2012.

Police	Minimum average salary	Maximum average salary without longevity
Police Corporal	\$48,942	\$63,119
Police Sergeant	\$62,747	\$77,873
Police Lieutenant	\$69,831	\$85,333
Police Captain	\$75,142	\$95,113
Dep. Chief	\$75,987	\$98,262
Police Chief	\$91,246	\$118,804

Fire	Minimum average salary	Maximum average salary without longevity
Engineer	\$47,183	\$61,555
Fire Prevention/Code Ins	\$51,090	\$66,220
Fire Lieutenant	\$52,358	\$63,061
Fire Captain	\$56,905	\$71,716
Battalion Chief	\$68,849	\$88,014
Asst. chief (2 nd below Fire chief)	\$62,657	\$80,429
Deputy Chief (1 st below Fire chief)	\$73,732	\$96,360
Fire chief	\$84,274	\$111,150