

By ELIZABETH NEROULAS & KEVIN ROCHE



2008

National Run Survey

Part 4

Pay Scales & Staffing

For the 28th year, the career fire service takes to the pages of *Firehouse® Magazine* to share and compare statistics about company and department activity levels, funding, staffing and pay. A total of 270 fire departments took part in this year's survey, representing 48 states, the District of Columbia and six Canadian provinces. The departments represented in this latest survey protect 84,291,279 people, and they have budgets totaling \$14 billion (budgets are listed in millions of dollars). They provide this service with 3,983 engine companies, 1,405 ladder companies, 2,056 ambulances and numerous other specialized units. They responded to 2,173,886 fire calls, 7,346,682 EMS calls and 10,876,152 total calls last year.

DEPARTMENT	FF START PAY	FF TOP PAY	MEDIC START PAY	MEDIC TOP PAY	WORK WEEK	ENGINE CREW	LADDER CREW
Dothan, AL.....	30,825	47,174	33,599	51,419	56.....	4.....	2
Florence, AL.....	26,910	31,659	NA.....	NA.....	56.....	4.....	4
Huntsville, AL.....	34,944	53,435	NA.....	NA.....	56.....	4.....	4
Montgomery, AL.....	35,403	45,573	37,569	48,360	56.....	4.....	5
Tuscaloosa, AL.....	39,591	52,535	42,841	55,785	51.....	3.75.....	4
Little Rock, AR.....	32,500	47,898	33,949	49,338	56.....	3.....	3
Casa Grande, AZ.....	44,001	60,701	48,401	66,771	56.....	4.....	0
Chandler, AZ.....	43,624	60,996	49,972	67,344	56.....	4.....	4
Mesa, AZ.....	42,973	57,928	49,508	64,463	56.....	4.....	4
Phoenix, AZ.....	44,030	62,317	56,391	68,877	56.....	4.....	4
Scottsdale, AZ.....	44,349	62,054	49,749	67,454	56.....	4.....	4
Tempe, AZ.....	44,324	59,838	52,433	65,822	56.....	4.....	4
Apple Valley, CA.....	50,220	64,254	56,820	70,884	56.....	3.....	3
Auburn, CA.....	42,828	52,080	NA.....	NA.....	56.....	3.....	NA
Camp Roberts, CA.....	42,468	53,580	NA.....	NA.....	53.....	3.....	0
Chula Vista, CA.....	54,340	66,051	NA.....	NA.....	60.....	3.....	4
Compton, CA.....	NA.....	NA.....	NA.....	NA.....	56.....	4.....	4
El Cajon, CA.....	51,689	62,928	59,269	71,024	56.....	3.....	3
Eureka, CA.....	41,988	51,048	NA.....	NA.....	56.....	3.....	1
Fresno, CA.....	56,712	72,420	NA.....	NA.....	56.....	3.....	3
Hanford, CA.....	42,984	51,744	NA.....	NA.....	56.....	2.5.....	NA
Hemet, CA.....	55,800	67,440	NA.....	NA.....	56.....	3.....	3
Lodi, CA.....	52,645	63,991	NA.....	NA.....	56.....	3.....	3
Loma Linda, CA.....	54,287	68,636	62,844	78,297	56.....	3.....	3
Long Beach, CA.....	57,310	70,381	69,274	85,933	56.....	4.....	4
Los Angeles City, CA.....	53,766	78,533	53,766	92,457	56.....	4.....	5
Los Angeles County, CA.....	56,992	83,319	67,060	98,034	56.....	3.14.....	4
Modesto, CA.....	55,562	67,522	57,784	70,223	52.....	3.....	3

Pay Scales & Staffing

DEPARTMENT	FF START PAY	FF TOP PAY	MEDIC START PAY	MEDIC TOP PAY	WORK WEEK	ENGINE CREW	LADDER CREW
Oakland, CA	NA	NA	NA	NA	52	4	4.4
Oceanside, CA	55,118	77,438	NA	NA	56	3	3
Palm Springs, CA	57,357	69,881	66,529	81,048	56	2	3
Salinas, CA	66,204	84,504	74,480	95,067	56	3	3
San Diego, CA	43,803	70,873	NA	NA	56	4	4
San Francisco, CA	68,432	95,784	59,722	110,682	48.7	4	5
San Jose, CA	NA	NA	NA	NA	56	4	5
Santa Rosa, CA	67,638	80,868	NA	NA	56	3	4
Seaside, CA	61,251	74,448	NA	NA	56	3	3
Somerset, CA	50,400	53,469	54,000	57,289	56	2	NA
Stockton, CA	49,668	74,076	54,113	8,224	56	4	5
Vista, CA	55,176	86,681	NA	NA	56	3	3
Watsonville, CA	59,812	80,167	NA	NA	56	3	3
Adams County, CO	34,500	60,099	40,500	60,223	56	4	4
Arvada, CO	46,716	61,543	NA	NA	56	3	4
Boulder, CO	52,123	66,621	NA	NA	56	3	3
Colorado Springs, CO	42,984	61,176	55,500	70,260	56	4	4
Greeley, CO	45,365	63,596	49,568	69,886	56	4	4
Longmont, CO	49,932	59,796	59,148	66,432	56	3	4
Hartford, CT	NA	NA	NA	NA	42	4	4
New Britain, CT	NA	NA	NA	NA	42	4	4
New Haven, CT	33,983	62,659	NA	NA	42	4	4
Waterbury, CT	45,401	56,431	NA	NA	50	4	4
Washington, DC	44,302	78,681	48,732	83,111	42	4	5
Clearwater, FL	35,323	52,846	42,387	62,983	53	3	4
Deltona, FL	33,242	58,884	39,969	65,612	56	3	3
Estero, FL	48,317	64,799	57,317	73,799	56	3	3
Fort Walton Beach, FL	32,322	56,047	38,922	62,947	56	4	4
Gainesville, FL	38,615	54,060	42,477	59,466	52	3	4
Hollywood, FL	40,472	57,185	44,674	63,123	46.6	3	2
Jacksonville, FL	35,264	52,938	39,464	58,938	56	3	4
Lake County, FL	32,254	NA	NA	NA	53	2	3
Marion County, FL	NA	NA	NA	NA	57.5	4	4
Miami, FL	49,268	89,007	53,492	96,637	48	4	4
Miami-Dade County, FL	36,559	66,876	56,792	84,151	56	4	4
Ocala, FL	30,951	51,104	35,066	54,742	52	3	2
Orange County, FL	40,000	65,000	45,000	71,000	56	3.7	3
Orlando, FL	42,306	101,612	51,028	110,334	48	4	4
Ormond Beach, FL	36,328	51,170	40,878	55,670	56	3	3
Palm Beach County, FL	46,835	69,192	53,861	79,570	48	3	3
Panama City, FL	28,104	36,015	NA	NA	56	3.5	3.5
Polk County, FL	35,148	53,144	NA	NA	56	3	3
St. Lucie County, FL	38,732	63,091	47,124	76,259	48	4	4
Sarasota County, FL	34,986	60,024	42,486	67,524	48	2	2
Seminole County, FL	33,620	58,343	40,620	65,343	56	3	3
Tampa, FL	35,243	66,693	42,556	73,756	48	4	4
Tarpon Springs, FL	38,000	59,000	45,000	65,000	56	3.5	2.5
Titusville, FL	36,109	59,287	NA	NA	56	3.5	3
Winter Park, FL	38,175	58,769	43,202	66,508	53	3	4
Zephyrhills, FL	30,659	45,989	41,800	58,700	48	3	NA
Albany, GA	33,176	50,039	NA	NA	56	4	3
Clayton County, GA	35,544	53,555	43,360	65,331	56	3	3
DeKalb County, GA	32,472	59,304	36,492	66,636	53	3	3
Gwinnett County, GA	33,248	61,606	38,479	61,606	56	3	3
Morrow, GA	37,000	52,000	41,000	56,000	52	3	3
Pooler, GA	28,217	41,869	NA	NA	2.5	1.5	Y
Sandy Springs, GA	40,358	NA	50,358	NA	56	3	4
Thomas County, GA	24,800	38,205	25,430	39,324	53	2	NA
Honolulu, HI	42,552	60,540	NA	NA	56	5	5
Cedar Rapids, IA	40,100	51,124	41,478	52,502	53	3	4

DEPARTMENT	FF START PAY	FF TOP PAY	MEDIC START PAY	MEDIC TOP PAY	WORK WEEK	ENGINE CREW	LADDER CREW
Boise, ID	40,752	72,804	44,827	72,804	54.6	3	4
Aurora, IL	45,542	74,472	50,010	79,685	49.8	3	3
Carpentersville, IL	53,680	70,063	53,680	70,063	56	4	5
Chicago, IL	45,732	79,092	47,562	84,636	48	5	5
Decatur, IL	46,101	58,831	NA	NA	51.8	3	3
Elgin, IL	53,298	71,038	57,138	74,878	50.1	3	3
Lemont, IL	56,000	87,000	56,000	87,000	56	4	4
Mount Prospect, IL	48,881	71,944	51,881	74,944	50	3	4
Niles, IL	53,249	76,800	64,724	76,800	49.5	3	3
Rockford, IL	41,520	62,334	44,637	65,451	51	4	4
Carmel, IN	43,912	52,694	47,912	56,694	56	4	4
Fort Wayne, IN	42,063	60,902	NA	NA	56	4	3.5
Kokomo, IN	41,340	45,933	50,067	50,067	56	3	3
Plainfield, IN	35,380	47,438	37,011	50,494	56	4	3
South Bend, IN	35,535	50,075	40,535	55,075	56.15	3	3
Hays, KS	27,900	47,800	NA	NA	56	2	2
Kansas City, KS	33,958	64,142	39,046	64,142	52.1	3	4
Overland Park, KS	37,476	64,392	37,476	64,392	56	3	3
Burlington FPD, KY	38,511	43,631	44,288	50,175	56	4	2
Lexington, KY	38,696	70,157	42,594	89,286	56	3	3
Nicholasville, KY	24,460	46,678	NA	NA	56	3	4
Greenfield, LA	30,900	38,268	NA	NA	56	2	0
Lafayette, LA	25,500	NA	NA	NA	53	3	2
Lake Charles, LA	23,849	NA	NA	NA	56	3	3
New Orleans, LA	25,508	NA	NA	NA	53	4	3

Pay Scales & Staffing

DEPARTMENT	FF START PAY	FF TOP PAY	MEDIC START PAY	MEDIC TOP PAY	WORK WEEK	ENGINE CREW	LADDER CREW
St. George FPD, LA	28,000	56,781	NA	NA	56	3.5	4
Shreveport, LA	26,964	31,974	29,364	39,012	56	4	4
Boston, MA	51,503	72,350	NA	NA	42	4	4
Brockton, MA	34,537	53,609	37,037	56,109	42	3.5	3.5
Everett, MA	53,977	54,935	NA	NA	42	4	4
Fitchburg, MA	36,540	44,997	387,633	40,476	42	3	2
Framingham, MA	40,325	48,361	NA	NA	42	4	3
Lowell, MA	42,806	56,066	NA	NA	56	3	3
Pittsfield, MA	33,393	40,144	NA	NA	42	3	2
Springfield, MA	NA	NA	NA	NA	42	NA	NA
Taunton, MA	37,000	46,000	NA	NA	42	3	1.5
Worcester, MA	40,740	66,972	NA	NA	42	4	4
Anne Arundel County, MD	36,073	71,204	42,769	82,502	42	3	3
Baltimore City, MD	33,476	53,497	41,169	62,489	42	4	4
Baltimore County, MD	33,433	73,126	33,433	87,363	42	4	4
Hagerstown, MD	37,794	60,195	NA	NA	48	2	2
Montgomery County, MD	43,278	90,918	46,278	93,918	48	4	4
Prince George's County, MD	40,848	71,047	NA	NA	42	3	4
Salisbury, MD	34,746	55,886	39,509	63,547	42	3	3
Portland, ME	28,195	42,260	29,755	43,820	42	3	3
Lansing, MI	39,696	57,635	41,085	59,652	52.4	3	3
Muskegon, MI	32,486	51,526	NA	NA	56	2.6	2.3
Pontiac, MI	29,600	44,762	29,600	48,714	50.4	3	3
Royal Oak, MI	38,661	55,225	41,753	59,643	53.1	2.5	2
Saginaw, MI	32,300	50,700	NA	NA	54	3	2.7

DEPARTMENT	FF START PAY	FF TOP PAY	MEDIC START PAY	MEDIC TOP PAY	WORK WEEK	ENGINE CREW	LADDER CREW
Sterling Heights, MI	41,711	66,763	43,796	70,094	56	4	2
St. Cloud, MN	42,984	50,796	NA	NA	56	3	3
St. Paul, MN	44,480	74,574	49,550	87,928	56	4	4
Kansas City, MO	31,320	65,288	NA	NA	49.5	4	4
St. Joseph, MO	31,233	44,413	NA	NA	56	3	3
St. Louis, MO	37,514	57,387	38,194	56,784	52	4	4
Meridian, MS	23,928	51,477	NA	NA	56	3	3
Billings, MT	41,736	73,702	NA	NA	43.5	3	2
Great Falls, MT	36,492	46,800	41,100	49,489	42	3	3
Burlington, NC	30,847	50,878	NA	NA	56	3	3
Charlotte, NC	34,766	62,443	NA	NA	52	4	4
Concord, NC	29,785	52,423	NA	NA	56	3	2
Durham, NC	33,000	53,228	NA	NA	56	3	3
Elizabeth City, NC	28,200	39,400	NA	NA	56	4	4
Enka-Candler, NC	26,936	56,271	NA	NA	56	3	3
Gastonia, NC	27,014	40,014	NA	NA	53	3	4
Rocky Mount, NC	31,815	50,138	NA	NA	56	4	4
Fargo, ND	38,686	52,403	NA	NA	56	3	3
Grand Forks, ND	35,057	52,586	NA	NA	53	3	4
Manchester, NH	38,111	54,337	NA	NA	42	3	2
Salem, NH	39,600	46,936	42,643	50,515	42	3	3
Cherry Hill, NJ	45,187	75,312	42,509	58,896	53	4	4
Jersey City, NJ	36,000	97,000	NA	NA	48	4	4
Passaic, NJ	26,000	92,000	NA	NA	42	3	3
Albuquerque, NM	44,787	56,787	51,193	63,193	56	4	3

Pay Scales & Staffing

DEPARTMENT	FF START PAY	FF TOP PAY	MEDIC START PAY	MEDIC TOP PAY	WORK WEEK	ENGINE CREW	LADDER CREW
Rio Rancho, NM.....	36,770	46,580	41,757	52,827	53	3	2
Clark County, NV.....	NA	NA	NA	NA	56	4	4
Las Vegas, NV.....	43,277	77,602	56,942	88,696	56	4	4
North Las Vegas, NV.....	54,598	76,942	62,786	85,130	56	4	5
Reno, NV.....	47,703	66,109	NA	NA	56	4	4
Albany, NY.....	36,233	55,743	37,419	57,570	40	3	3
Buffalo, NY.....	NA	53,702	NA	NA	40	4	4
Glens Falls, NY.....	27,328	27,388	48,403	48,403	40	3	1
Lackawanna, NY.....	41,262	52,235	NA	NA	40	3	2
New York, NY.....	37,000	77,000	41,000	55,000	40	5	6
Niagara Falls, NY.....	37,758	57,729	NA	NA	42	3	3
Oneida, NY.....	33,337	49,337	41,087	52,087	42.5	3	2
Poughkeepsie, NY.....	41,618	58,600	NA	NA	42	2	2
Rochester, NY.....	34,428	60,121	NA	NA	42	4	4
Schenectady, NY.....	35,096	54,644	35,096	54,644	42	3	3
Syracuse, NY.....	37,029	55,140	NA	NA	48	4	4
Utica, NY.....	34,260	55,140	35,260	57,640	40	3	3
Akron, OH.....	44,969	52,520	44,969	52,520	40	4	4
Bath Township, OH.....	29,500	33,000	NA	NA	56	2	2
Cincinnati, OH.....	34,915	58,256	40,741	62,334	48	4	4
Columbus, OH.....	37,460	57,387	40,457	61,978	48	4	4
Dayton, OH.....	29,993	58,115	37,564	50,710	48	4	4
Eaton, OH.....	19,468	NA	25,459	NA	36	3	4
Elyria, OH.....	45,685	59,498	NA	NA	50	3	3
Mansfield, OH.....	36,452	48,648	40,110	52,307	48	2.5	2

DEPARTMENT	FF START PAY	FF TOP PAY	MEDIC START PAY	MEDIC TOP PAY	WORK WEEK	ENGINE CREW	LADDER CREW
Newark, OH	30,680	47,674	32,677	50,773	48	3	3
Norwich Township, OH	39,820	71,109	39,820	71,109	56	4	4
Springfield, OH	42,050	53,105	42,050	54,244	51	3	3
Lawton, OK	30,826	47,959	NA	NA	56	3	3
Oklahoma City, OK	55,848	80,600	59,748	84,500	41	4.5	4
Tulsa, OK	34,747	54,420	36,485	59,862	52	3	3
Canby, OR	48,000	60,000	52,000	66,000	56	4	0
Medford, OR	51,564	64,488	54,462	70,614	56	3	4
Altoona, PA	28,962	79,859	NA	NA	42	3	2
Erie, PA	30,221	50,369	NA	NA	42	4	4
Harrisburg, PA	44,396	61,864	NA	NA	42	3	3
Philadelphia, PA	40,036	55,603	40,036	61,163	42	4	5
Pittsburgh, PA	35,250	86,504	NA	NA	42	4	4
Reading, PA	51,937	55,315	40,000	55,315	42	2	2
York, PA	NA	NA	NA	NA	42	2	2
Providence, RI	39,000	48,000	NA	NA	42	3.5	3.5
Anderson City, SC	NA	NA	NA	NA	54	4	3
Colleton County, SC	39,679	43,620	47,962	52,738	56	2	2
Gaffney, SC	24,083	48,683	NA	NA	56	3	3
Greenville, SC	29,432	NA	NA	48,068	53	3	3
Myrtle Beach, SC	30,861	52,603	33,720	59,288	53	3	3
Pawley's Island, Midway Fire Rescue, SC	27,563	41,346	33,502	52,052	56	3	3
Spartanburg, SC	27,600	40,300	NA	NA	56	3	2
Sumter, SC	21,500	NA	NA	NA	72	3	4
Sioux City, IA	41,825	57,150	NA	NA	56	3	4
Bristol, TN	30,050	46,975	33,100	51,725	56	3	2
Franklin, TN	34,362	50,274	35,562	51,474	56	3.1	3.1
Memphis, TN	31,679	50,215	54,733	54,733	56	4	4
Arlington, TX	44,772	63,048	47,172	65,448	56	4	4
Bedford, TX	NA	NA	43,824	57,324	53	3	3
College Station, TX	38,089	56,318	40,489	58,718	56	3	4
Corpus Christi, TX	33,000	48,732	48,732	51,840	52	3.5	3.5
El Paso, TX	35,247	54,684	40,809	60,289	56	3	3
Farmers Branch, TX	52,336	62,395	54,136	64,195	NA	3	3
Fort Worth, TX	47,986	61,235	NA	NA	56	4	4
Grand Prairie, TX	46,520	63,916	48,920	66,316	56	4	4
Harlingen, TX	30,000	34,300	30,600	34,900	56	3	1
Houston, TX	35,429	54,000	NA	NA	46.7	4	4
Irving, TX	45,564	64,104	45,564	64,104	53	3	3
Lewisville, TX	48,650	60,902	48,800	61,152	56	3	4
Mansfield, TX	36,000	46,665	40,000	50,660	53	3	3
Plano, TX	56,161	66,228	56,161	66,228	56	4	4
Port Arthur, TX	45,520	49,719	42,520	59,276	53	3	3
San Antonio, TX	44,568	52,452	54,240	57,504	53	4	4
Temple, TX	36,751	80,692	37,951	NA	56	3	2
Texarkana, TX	33,974	42,125	NA	NA	56	3	1
Waco, TX	38,036	50,369	NA	NA	53	3	3
Salt Lake City, UT	36,358	58,677	42,432	66,435	56	4	4
Alexandria, VA	43,617	72,172	41,543	75,147	56	3	3
Chesterfield County, VA	39,000	67,831	44,000	72,831	56	3	3
Fairfax County, VA	48,877	83,416	53,887	83,416	56	4	3
Fredericksburg, VA	39,000	52,000	41,000	55,000	56	3	3
Hampton, VA	36,500	62,925	40,994	66,665	52	3	4
Newport News, VA	36,000	62,330	36,000	64,690	56	3	3
Norfolk, VA	36,743	55,912	43,614	66,355	52	4	3
Portsmouth, VA	32,983	54,420	34,631	57,140	53	3	3
Richmond, VA	38,000	81,000	NA	NA	56	4	NA
Virginia Beach, VA	38,869	56,360	42,904	62,210	56	3.35	3
Burlington, VT	34,581	58,944	NA	NA	56	3	2
Marysville, WA	50,772	72,540	56,356	79,794	49	3	3

Pay Scales & Staffing

DEPARTMENT	FF START PAY	FF TOP PAY	MEDIC START PAY	MEDIC TOP PAY	WORK WEEK	ENGINE CREW	LADDER CREW
Olympia, WA.....	58,240	73,645	66,903	80,650	NA.....	3	3
Renton, WA.....	54,084	72,552	NA.....	NA.....	46.6.....	3	3
Seattle, WA.....	58,958	73,074	67,085	81,202	46.15.....	4	4
Spokane, WA.....	46,951	79,858	64,505	87,844	46.15.....	3	4
Tacoma, WA.....	42,578	58,677	42,578	58,677	46.1.....	3	3
Kenosha, WI.....	39,996	59,796	43,584	63,384	52.3.....	3	3
Milwaukee, WI.....	36,167	63,231	36,167	66,392	49.7.....	4	4.5
Mount Pleasant, WI.....	47,233	62,550	NA.....	NA.....	56.....	3	3
Oshkosh, WI.....	40,000	55,000	NA.....	NA.....	56.....	3	3
Waukesha, WI.....	39,343	65,152	46,725	66,455	52.3.....	3.25	3
Charleston, WV.....	34,186	38,326	35,986	40,126	49.5.....	3	2
Casper, WY.....	40,468	52,180	NA.....	NA.....	56.....	3	2
Cheyenne, WY.....	40,802	53,553	49,311	59,062	56.....	3	4
CANADA							
Calgary, AB.....	42,264	65,028	NA.....	NA.....	42.....	4	2
Edmonton, AB.....	46,104	79,034	NA.....	NA.....	42.....	4	4
Kalloops, BC.....	53,516	79,951	NA.....	NA.....	42.....	4	4
Brandon, MB.....	46,177	66,059	46,177	66,059	42.....	2	1
Winnipeg, MB.....	41,358	75,134	35,911	74,853	42.....	4	2
St. John's, NL.....	32,394	58,898	NA.....	NA.....	42.....	4	2
Markham, ON.....	45,497	75,829	NA.....	NA.....	42.....	5	5
Toronto, ON.....	50,955	76,052	NA.....	NA.....	42.....	5	5
Laval, QC.....	30,642	62,360	NA.....	NA.....	42.....	4	3