

By Kevin Roche

# 2016

## PART 4

### National Run Survey

For the 36<sup>th</sup> year, the career fire service takes to the pages of *Firehouse Magazine* to share and compare statistics about company and department levels, funding, staffing and pay. A total of 248 fire departments took part in this year's survey, representing 45 states, the District of Columbia and four Canadian provinces. The departments represented in this latest survey protect 82,354,804 people, and they have budgets totaling more than \$13.7 billion. They provide the services with 3,752 engine companies, 1,408 ladder companies, 2,200 ambulances and numerous specialized units. They responded to 1.3 million fire calls, 8.9 million EMS calls and 13.2 million total calls in 2016.

#### FIRE DEPARTMENT PAY SCALES & STAFFING

Photo by Chad Wittenberg

| DEPARTMENT             | FF<br>START  | FF<br>TOP    | MEDIC<br>START | MEDIC<br>TOP  | WORK<br>HOURS | ENGINE<br>CREW | LADDER<br>CREW |
|------------------------|--------------|--------------|----------------|---------------|---------------|----------------|----------------|
| Fayetteville, AR ..... | 33,469 ..... | 48,373 ..... | NA .....       | NA .....      | 53 .....      | 3 .....        | 3 .....        |
| West Memphis, AR ..... | 36,500 ..... | 51,000 ..... | 45,000 .....   | 51,000 .....  | 54 .....      | 3 .....        | 4 .....        |
| Casa Grande, AZ .....  | 48,152 ..... | 66,426 ..... | 52,967 .....   | 73,068 .....  | 53 .....      | 4 .....        | 4 .....        |
| Glendale, AZ .....     | 44,146 ..... | 66,223 ..... | 51,196 .....   | 73,273 .....  | 52 .....      | 4 .....        | 4 .....        |
| Mesa, AZ .....         | 44,595 ..... | 66,165 ..... | 60,619 .....   | 70,269 .....  | 56 .....      | 4 .....        | 4 .....        |
| Phoenix, AZ .....      | 47,340 ..... | 66,991 ..... | NA .....       | NA .....      | 53 .....      | 4 .....        | 4 .....        |
| Scottsdale, AZ .....   | 48,418 ..... | 65,915 ..... | NA .....       | NA .....      | 56 .....      | 4 .....        | 4 .....        |
| Sierra Vista, AZ ..... | 42,192 ..... | 62,695 ..... | 46,692 .....   | 67,195 .....  | 56 .....      | 4 .....        | 4 .....        |
| Surprise, AZ .....     | 48,922 ..... | 64,443 ..... | 43,315 .....   | 48,702 .....  | 56 .....      | 4 .....        | 4 .....        |
| Tucson, AZ .....       | 45,835 ..... | 60,104 ..... | 58,939 .....   | 65,840 .....  | 56 .....      | 4 .....        | 4 .....        |
| Chula Vista, CA .....  | 59,687 ..... | 72,550 ..... | 68,641 .....   | 83,433 .....  | 56 .....      | 3 .....        | 4 .....        |
| Compton, CA .....      | NA .....     | NA .....     | NA .....       | NA .....      | 56 .....      | 3 .....        | 4 .....        |
| Fairfield, CA .....    | NA .....     | NA .....     | NA .....       | NA .....      | 56 .....      | 3 .....        | NA .....       |
| Fresno, CA .....       | 60,756 ..... | 77,592 ..... | NA .....       | NA .....      | 56 .....      | 3.14 .....     | 3.6 .....      |
| Gilroy, CA .....       | 77,627 ..... | 94,355 ..... | 86,166 .....   | 104,734 ..... | 56 .....      | 3 .....        | NA .....       |
| Hemet, CA .....        | 67,488 ..... | 69,600 ..... | NA .....       | NA .....      | 56 .....      | 3.7 .....      | 3 .....        |
| Kern County, CA .....  | 50,305 ..... | 64,553 ..... | NA .....       | NA .....      | 56 .....      | 3 .....        | 3 .....        |

# FIRE DEPARTMENT PAY SCALES & STAFFING

| DEPARTMENT                  | FF<br>START | FF<br>TOP | MEDIC<br>START | MEDIC<br>TOP | WORK<br>HOURS | ENGINE<br>CREW | LADDER<br>CREW |
|-----------------------------|-------------|-----------|----------------|--------------|---------------|----------------|----------------|
| Lincoln, CA                 | 53,760      | 87,564    | NA             | NA           | 56            | 2              | NA             |
| Los Angeles City, CA        | 60,552      | 101,254   | 72,456         | 116,254      | 52            | 4              | 5              |
| Los Angeles County, CA      | 57,553      | 84,131    | 84,131         | 110,723      | 56            | 3              | 4              |
| Menlo Park, CA              | 92,628      | 107,042   | 96,355         | 120,728      | 56            | 3              | 4              |
| Orange County, CA           | 65,578      | 88,175    | NA             | NA           | 56            | 3.6            | 4              |
| Oxnard, CA                  | 60,245      | 77,259    | NA             | NA           | 56            | 3              | 4              |
| Redding, CA                 | 51,950      | 76,760    | NA             | NA           | 56            | 2.3            | 3              |
| Sacramento Metro, CA        | 62,443      | 83,412    | 33,384         | 41,475       | 56            | 3              | 4              |
| Sacramento, CA              | 63,224      | 76,850    | 69,547         | 84,535       | 56            | 4              | 4              |
| San Diego, CA               | 39,166      | 100,122   | 26,428         | 54,288       | 60            | 3.9            | 3.4            |
| San Francisco, CA           | 74,880      | 115,570   | 91,416         | 116,116      | 48.7          | 4              | 5              |
| San Marcos, CA              | 64,933      | 84,723    | 40,347         | 52,644       | 48            | 2              | 3              |
| Stockton, CA                | 53,256      | 102,180   | NA             | NA           | 56            | 3              | 4              |
| Vista, CA                   | 56,261      | 83,158    | 56,261         | 83,158       | 56            | 3              | 3              |
| Colorado Springs, CO        | 48,996      | 68,820    | 60,348         | 75,732       | 56            | 4              | 4              |
| Denver, CO                  | 52,590      | 87,387    | NA             | NA           | 48            | 4              | 4              |
| Fort Collins, CO            | 50,882      | 85,540    | NA             | NA           | 56            | 3.1            | 4              |
| Grand Junction, CO          | 38,709      | 46,946    | 41,101         | 49,317       | 56            | 4              | 4              |
| Greeley, CO                 | 53,799      | 73,305    | 58,777         | 82,773       | 56            | 3              | 4              |
| South Metro, Centennial, CO | 54,432      | 79,035    | 58,909         | 85,536       | 56            | 3.5            | 4              |
| Danbury, CT                 | 53,868      | 71,459    | NA             | NA           | 42            | 3              | 4              |
| East Hartford, CT           | 57,251      | 69,612    | NA             | NA           | 42            | 3              | 3              |
| Meriden, CT                 | 52,503      | 72,705    | NA             | NA           | 42            | 3.4            | 4              |
| Stamford, CT                | 50,631      | 77,629    | NA             | NA           | 42            | 4              | 4              |
| Washington, DC              | 48,880      | 86,614    | 56,612         | 95,613       | 42            | 4              | 5              |
| Wilmington, DE              | 37,312      | 63,121    | NA             | NA           | 42            | 4              | 4              |
| Cape Coral, FL              | 50,269      | 80,172    | NA             | NA           | 48            | 3              | 3              |
| Dunedin, FL                 | 39,145      | 58,717    | 45,819         | 68,729       | 56            | 3              | 3              |
| Fort Lauderdale, FL         | 48,222      | 72,708    | 48,222         | 72,708       | 48            | 3              | 3              |
| Gainesville, FL             | 40,170      | 57,083    | 44,187         | NA           | 52            | 3              | 4              |
| Hollywood, FL               | 51,359      | 84,598    | 53,927         | 105,746      | 46.6          | 3              | 2              |
| Jacksonville, FL            | 33,384      | 50,712    | 38,784         | 56,112       | 56            | 3              | 4              |
| Lake County, FL             | 36,254      | 61,647    | 43,388         | 68,781       | 53            | 2              | 2              |
| Lakeland, FL                | 40,144      | 59,594    | 48,344         | 67,794       | 56            | 3              | 3              |
| Lauderhill, FL              | 55,370      | 89,164    | 55,370         | 89,164       | 48            | 3              | 3              |
| Martin County, FL           | 40,962      | 73,746    | 49,915         | 85,370       | 48            | 3              | 3              |
| Miami Beach, FL             | 56,902      | 84,096    | 62,592         | 92,506       | 48            | 4              | 4              |
| Miami-Dade County, FL       | 41,014      | 71,637    | 56,674         | 84,042       | 48            | 4              | 4              |
| Ocala, FL                   | 33,068      | 51,104    | 33,068         | 56,114       | 56            | 3              | 2              |
| Okeechobee County, FL       | 34,648      | 50,240    | 42,272         | 61,294       | 53            | 2              | NA             |
| Orange County, FL           | 39,099      | 73,145    | 45,173         | 73,145       | 56            | 4              | 4              |
| Palm Bay, FL                | 38,938      | 58,898    | 43,938         | 63,898       | 53            | 4              | 4              |
| Pasco County, FL            | NA          | NA        | 43,000         | 61,662       | 60            | 3              | 3              |
| Pensacola, FL               | 30,050      | NA        | NA             | NA           | 56            | 3              | 3              |
| Polk County, FL             | 39,458      | 59,580    | 44,617         | 67,424       | 56            | 3              | 3              |
| Sanford, FL                 | NA          | 64,539    | 48,027         | 75,075       | 56            | 3              | 3              |
| St. Petersburg, FL          | 37,500      | 59,800    | 48,300         | 70,500       | 48            | 3              | 3              |
| Tampa, FL                   | 45,876      | 76,203    | 41,384         | 76,203       | 48            | 3.4            | 3.4            |
| The Villages, FL            | 33,310      | NA        | 43,310         | NA           | 56            | 2              | 2              |
| Titusville, FL              | NA          | NA        | 36,458         | 46,824       | 56            | 3.5            | 3              |
| Athens-Clarke County, GA    | 34,944      | 55,910    | NA             | NA           | 56            | 4              | 2              |
| Atlanta, GA                 | 35,255      | NA        | NA             | NA           | 53            | 4              | 3              |
| Clayton County, GA          | 40,627      | 62,753    | 47,157         | 72,841       | 56            | 4              | 4              |
| Columbus, GA                | 34,327      | 50,605    | 37,567         | 55,535       | 53            | 4              | 3              |
| DeKalb County, GA           | 36,555      | 58,408    | NA             | NA           | 53            | 3              | 3              |
| Fulton County, GA           | 41,269      | 61,904    | 43,745         | 65,618       | 54            | 3              | 3              |
| Gwinnett County, GA         | 34,246      | 54,829    | 39,633         | 63,454       | 54            | 3              | 3              |
| Hall County, GA             | 33,873      | 61,545    | 38,954         | 67,694       | 53            | 2              | 3              |
| McDonough, GA               | NA          | 52,649    | 34,498         | 58,191       | 53            | 4              | 2              |
| Sandy Springs, GA           | 40,800      | 57,000    | 43,875         | 68,000       | 56            | 4              | 4              |
| Honolulu, HI                | 52,824      | 78,168    | NA             | NA           | 56            | 4              | 4              |
| Des Moines, IA              | 57,352      | 69,699    | NA             | NA           | 53            | 3              | 3              |

## FIRE DEPARTMENT PAY SCALES & STAFFING

| DEPARTMENT                        | FF<br>START | FF<br>TOP    | MEDIC<br>START | MEDIC<br>TOP | WORK<br>HOURS | ENGINE<br>CREW | LADDER<br>CREW |
|-----------------------------------|-------------|--------------|----------------|--------------|---------------|----------------|----------------|
| Muscatine, IA.....                | 42,806..... | 60,278.....  | 42,806.....    | 60,278.....  | 56.....       | 3.....         | 2.....         |
| Sioux City, IA.....               | 50,206..... | 89,784.....  | NA.....        | NA.....      | 56.....       | 3.....         | 4.....         |
| Coeur D'Alene, ID.....            | 48,455..... | 72,013.....  | 56,347.....    | 78,361.....  | 56.....       | 3.....         | 3.....         |
| Chicago, IL.....                  | 56,304..... | 100,782..... | 56,304.....    | 100,782..... | 48.....       | 5.....         | 5.....         |
| East Peoria, IL.....              | 32,500..... | 89,296.....  | 32,500.....    | 89,296.....  | 52.....       | 2.....         | NA.....        |
| Franklin Park, IL.....            | 53,608..... | 80,670.....  | 56,108.....    | 83,170.....  | 51.....       | 3.....         | 3.....         |
| Glenview, IL.....                 | 68,383..... | 91,638.....  | 71,925.....    | 96,392.....  | 51.....       | 3.....         | 3.....         |
| Kankakee, IL.....                 | NA.....     | NA.....      | NA.....        | NA.....      | 52.5.....     | 2.....         | 2.....         |
| Rockford, IL.....                 | 51,486..... | 77,296.....  | NA.....        | NA.....      | 51.....       | 3.....         | 4.....         |
| Streamwood, IL.....               | 57,088..... | 85,459.....  | 57,088.....    | 85,459.....  | 49.9.....     | 3.....         | 3.....         |
| Streator, IL.....                 | 38,866..... | 76,437.....  | NA.....        | NA.....      | 56.....       | 3.....         | 1.....         |
| Waukegan, IL.....                 | 57,032..... | 87,181.....  | 60,885.....    | 91,073.....  | 49.8.....     | 3.....         | 3.....         |
| Bloomington, IN.....              | 50,964..... | 55,000.....  | NA.....        | NA.....      | 56.....       | 4.....         | 4.....         |
| Elkhart, IN.....                  | 48,959..... | 57,780.....  | 53,559.....    | 62,380.....  | 53.....       | 3.....         | 4.....         |
| Hammond, IN.....                  | 44,721..... | 60,625.....  | 59,817.....    | 63,069.....  | 53.....       | 3.....         | 3.....         |
| Indianapolis, IN.....             | 39,446..... | 65,452.....  | NA.....        | NA.....      | 48.....       | 4.....         | 4.....         |
| Kokomo, IN.....                   | 45,216..... | 49,994.....  | NA.....        | NA.....      | 56.....       | 3.....         | 3.....         |
| New Haven Adams Township, IN..... | NA.....     | 47,070.....  | NA.....        | 48,070.....  | 56.....       | 4.....         | 4.....         |
| Pike Township, IN.....            | 43,364..... | 63,806.....  | 48,149.....    | 68,591.....  | 48.....       | 4.....         | 4.....         |
| Plainfield, IN.....               | 41,875..... | 53,144.....  | 43,796.....    | 57,046.....  | 56.....       | 3.....         | 4.....         |
| Derby, KS.....                    | 39,225..... | NA.....      | NA.....        | NA.....      | 56.....       | 2.5.....       | 2.....         |
| Hays, KS.....                     | 35,821..... | 50,144.....  | NA.....        | NA.....      | 56.....       | 2.....         | 2.....         |
| Lawrence-Douglas County, KS.....  | 40,081..... | NA.....      | 46,694.....    | 74,697.....  | 56.....       | 4.....         | 4.....         |
| Shawnee Heights, KS.....          | NA.....     | NA.....      | NA.....        | NA.....      | 72.....       | 1.....         | 0.....         |
| Wichita, KS.....                  | 42,241..... | 59,686.....  | 44,479.....    | 61,924.....  | 56.....       | 3.....         | 3.....         |
| Louisville, KY.....               | 45,423..... | 52,103.....  | NA.....        | NA.....      | 56.....       | 4.....         | 4.....         |
| Paducah, KY.....                  | 44,900..... | 59,323.....  | NA.....        | NA.....      | 56.....       | 3.....         | 3.....         |
| Lafayette, LA.....                | 29,292..... | 35,292.....  | NA.....        | NA.....      | 54.....       | 4.....         | 2.....         |
| New Orleans, LA.....              | 43,620..... | 65,278.....  | NA.....        | NA.....      | 56.....       | 4.....         | 3.....         |
| Shreveport, LA.....               | 26,972..... | 31,242.....  | 29,372.....    | 33,642.....  | 56.....       | 3.6.....       | 2.....         |
| St. George, LA.....               | 30,117..... | 96,337.....  | NA.....        | NA.....      | 56.....       | 3.....         | 3.....         |
| Boston, MA.....                   | 65,331..... | 98,607.....  | NA.....        | NA.....      | 42.....       | 4.....         | 4.....         |
| Brockton, MA.....                 | 39,673..... | 57,440.....  | NA.....        | NA.....      | 42.....       | 3.....         | 3.....         |
| Cambridge, MA.....                | 59,200..... | 65,300.....  | 62,100.....    | 68,100.....  | 42.....       | 4.....         | 4.....         |
| Chelsea, MA.....                  | 61,500..... | 77,500.....  | NA.....        | NA.....      | 42.....       | 3.....         | 3.....         |
| Fitchburg, MA.....                | 49,734..... | 59,324.....  | 49,734.....    | 59,324.....  | 42.....       | 3.....         | 3.....         |
| New Bedford, MA.....              | 41,464..... | 56,221.....  | NA.....        | NA.....      | 42.....       | 4.....         | 4.....         |
| Pittsfield, MA.....               | 40,000..... | 99,340.....  | NA.....        | NA.....      | 48.....       | 3.....         | 2.....         |
| Springfield, MA.....              | 57,791..... | 66,251.....  | NA.....        | NA.....      | 42.....       | 3.1.....       | 3.....         |
| Worcester, MA.....                | 48,892..... | 77,250.....  | NA.....        | NA.....      | 42.....       | 3.....         | 3.....         |
| Annapolis, MD.....                | 44,015..... | 87,487.....  | 48,278.....    | 94,048.....  | 42.....       | 3.....         | 3.....         |
| Baltimore City, MD.....           | 39,879..... | 63,728.....  | 41,049.....    | 65,512.....  | 48.....       | 4.....         | 4.....         |
| Montgomery County, MD.....        | 45,261..... | 95,200.....  | 50,261.....    | 103,200..... | 48.....       | 4.....         | 4.....         |
| Prince George's County, MD.....   | 40,848..... | 80,887.....  | 49,017.....    | 103,297..... | 42.....       | 3.....         | 4.....         |
| Grand Rapids, MI.....             | 42,594..... | 65,075.....  | NA.....        | NA.....      | 54.....       | 3.....         | 3.....         |
| Royal Oak, MI.....                | 44,000..... | 63,000.....  | 47,520.....    | 68,100.....  | 53.1.....     | 3.....         | 2.....         |
| Duluth, MN.....                   | 43,176..... | 57,456.....  | NA.....        | NA.....      | 56.....       | 3.7.....       | 4.....         |
| Minneapolis, MN.....              | 54,730..... | 69,862.....  | NA.....        | NA.....      | 54.6.....     | 3.....         | 4.....         |
| Independence, MO.....             | 41,973..... | 59,096.....  | 44,072.....    | 62,051.....  | 49.5.....     | 3.....         | 4.....         |
| Springfield, MO.....              | 34,486..... | 52,770.....  | NA.....        | NA.....      | 56.....       | 3.....         | 3.....         |
| St. Joseph, MO.....               | 35,330..... | 56,160.....  | NA.....        | NA.....      | 56.....       | 3.....         | 3.....         |
| St. Louis, MO.....                | 41,815..... | 61,887.....  | 40,404.....    | 59,722.....  | 54.....       | 4.....         | 4.....         |
| Warrensburg, MO.....              | 31,071..... | 46,009.....  | NA.....        | NA.....      | 56.....       | 3.....         | 0.....         |
| Biloxi, MS.....                   | 36,193..... | 62,876.....  | NA.....        | NA.....      | 56.....       | 4.....         | 3.....         |
| Helena, MT.....                   | 50,801..... | 85,268.....  | 50,801.....    | 85,368.....  | 47.....       | NA.....        | NA.....        |
| Missoula, MT.....                 | 48,504..... | 74,919.....  | 49,563.....    | 74,919.....  | 42.....       | 3.....         | 3.....         |
| Asheville, NC.....                | 33,935..... | 40,338.....  | NA.....        | NA.....      | 56.....       | 3.8.....       | 3.....         |
| Carrboro, NC.....                 | 35,497..... | 55,021.....  | NA.....        | NA.....      | 53.....       | 3.....         | 3.....         |
| Charlotte, NC.....                | 40,609..... | 49,360.....  | NA.....        | NA.....      | 52.....       | 4.....         | 4.....         |
| Durham, NC.....                   | 34,388..... | 58,800.....  | NA.....        | NA.....      | 56.....       | 3.....         | 3.....         |
| Greensboro, NC.....               | 33,483..... | 49,841.....  | NA.....        | NA.....      | 56.....       | 4.....         | 4.....         |
| Hendersonville, NC.....           | 30,370..... | 46,215.....  | NA.....        | NA.....      | 56.....       | 3.....         | 3.....         |

## FIRE DEPARTMENT PAY SCALES & STAFFING

| DEPARTMENT                                   | FF<br>START  | FF<br>TOP     | MEDIC<br>START | MEDIC<br>TOP  | WORK<br>HOURS | ENGINE<br>CREW | LADDER<br>CREW |
|----------------------------------------------|--------------|---------------|----------------|---------------|---------------|----------------|----------------|
| High Point, NC .....                         | 33,184 ..... | 51,850 .....  | NA .....       | NA .....      | 56 .....      | 3.14 .....     | 3.25           |
| Kannapolis, NC .....                         | 31,958 ..... | 49,536 .....  | NA .....       | NA .....      | 56 .....      | 3.7 .....      | 3.7            |
| Mooreville, NC .....                         | 34,251 ..... | 53,567 .....  | NA .....       | NA .....      | 56 .....      | 4 .....        | 4              |
| Raleigh, NC .....                            | 30,000 ..... | 45,000 .....  | 30,000 .....   | 38,000 .....  | 48 .....      | 3 .....        | 4              |
| Lincoln, NE .....                            | 47,806 ..... | 67,890 .....  | 51,265 .....   | 76,020 .....  | 56 .....      | 3.5 .....      | 3.5            |
| Omaha, NE .....                              | 51,718 ..... | 72,538 .....  | NA .....       | NA .....      | 56 .....      | 4 .....        | 4              |
| South Sioux City, NE .....                   | 42,770 ..... | 53,708 .....  | 47,970 .....   | 58,968 .....  | 56 .....      | 2 .....        | 0              |
| Exeter, NH .....                             | 46,201 ..... | 62,913 .....  | 50,820 .....   | 69,206 .....  | 48 .....      | 4 .....        | 2              |
| Laconia, NH .....                            | 39,814 ..... | 53,573 .....  | 41,823 .....   | 56,172 .....  | 42 .....      | 2 .....        | 2              |
| Collingswood, NJ .....                       | 38,000 ..... | 76,000 .....  | NA .....       | NA .....      | 56 .....      | 4 .....        | NA             |
| Edison, NJ .....                             | 36,800 ..... | 107,000 ..... | NA .....       | NA .....      | 42 .....      | 3 .....        | 4              |
| Elizabeth, NJ .....                          | NA .....     | NA .....      | NA .....       | NA .....      | 42 .....      | 4 .....        | 4              |
| Passaic, NJ .....                            | NA .....     | NA .....      | NA .....       | NA .....      | 48 .....      | 3 .....        | 3              |
| Albuquerque, NM .....                        | 27,560 ..... | 48,050 .....  | 35,000 .....   | 51,000 .....  | 56 .....      | 4 .....        | 3              |
| Rio Rancho, NM .....                         | 38,000 ..... | 59,000 .....  | 44,000 .....   | 62,000 .....  | 56 .....      | 2 .....        | 3              |
| Las Vegas, NV .....                          | 43,027 ..... | 82,447 .....  | 57,472 .....   | 94,234 .....  | 56 .....      | 4 .....        | 4              |
| Reno, NV .....                               | 52,678 ..... | 71,495 .....  | 58,472 .....   | 79,360 .....  | 56 .....      | 4 .....        | 4              |
| Albany, NY .....                             | 41,821 ..... | 64,339 .....  | 43,189 .....   | 68,527 .....  | 48 .....      | 3 .....        | 3              |
| Castle Point Veteran's Hospital, NY .....    | 69,550 ..... | 90,440 .....  | 85,100 .....   | 110,612 ..... | 72 .....      | 4 .....        | 0              |
| Endicott, NY .....                           | 35,000 ..... | 54,000 .....  | 37,000 .....   | 56,000 .....  | 42.5 .....    | 2 .....        | 3              |
| Montrose Veteran's Hospital, NY .....        | 69,550 ..... | 90,440 .....  | NA .....       | NA .....      | 72 .....      | 4 .....        | NA             |
| New York, NY .....                           | 43,904 ..... | 85,292 .....  | 45,454 .....   | 61,464 .....  | 42 .....      | 5-6 .....      | 6              |
| Oneida, NY .....                             | 44,315 ..... | 57,815 .....  | 47,315 .....   | 60,815 .....  | 48 .....      | 4 .....        | 2              |
| Ridge Road, Rochester, NY .....              | 42,071 ..... | 79,500 .....  | NA .....       | NA .....      | 42 .....      | 2 .....        | 1              |
| Rome, NY .....                               | 40,782 ..... | 62,133 .....  | NA .....       | NA .....      | 54 .....      | 3.5 .....      | 2              |
| Schenectady, NY .....                        | 41,057 ..... | 63,926 .....  | 41,057 .....   | 63,926 .....  | 48 .....      | 3 .....        | 3              |
| Utica, NY .....                              | 40,149 ..... | 64,616 .....  | 41,179 .....   | 65,646 .....  | 40 .....      | 3 .....        | 3              |
| Cincinnati, OH .....                         | 37,973 ..... | 63,358 .....  | 44,246 .....   | 69,631 .....  | 48 .....      | 4 .....        | 4              |
| Cleveland, OH .....                          | 49,683 ..... | 58,327 .....  | 49,684 .....   | 58,327 .....  | 45.23 .....   | 4 .....        | 4              |
| Columbus, OH .....                           | 50,440 ..... | 77,314 .....  | 53,466 .....   | 84,952 .....  | 48 .....      | 4 .....        | 4              |
| Toledo, OH .....                             | 47,975 ..... | 63,084 .....  | 50,854 .....   | 66,869 .....  | 40 .....      | 3.7 .....      | 3              |
| Upper Arlington, OH .....                    | 50,057 ..... | 78,944 .....  | 52,691 .....   | 83,099 .....  | 56 .....      | 4 .....        | 4              |
| Lawton, OK .....                             | 36,546 ..... | 51,572 .....  | 38,002 .....   | 53,028 .....  | 56 .....      | 3 .....        | 3              |
| Oklahoma City, OK .....                      | 35,800 ..... | 72,600 .....  | 39,700 .....   | 76,500 .....  | 56 .....      | 4 .....        | 3              |
| Tulsa, OK .....                              | 38,316 ..... | 61,210 .....  | 40,998 .....   | 83,780 .....  | 52 .....      | 3 .....        | 3              |
| Portland, OR .....                           | 44,455 ..... | 80,312 .....  | 53,289 .....   | 89,146 .....  | 52.1 .....    | 4 .....        | 4              |
| Altoona, PA .....                            | 30,753 ..... | 57,093 .....  | NA .....       | NA .....      | 48 .....      | 3 .....        | 2              |
| Chester, PA .....                            | NA .....     | NA .....      | NA .....       | NA .....      | 42 .....      | NA .....       | NA             |
| Philadelphia, PA .....                       | 49,477 ..... | 68,717 .....  | 41,233 .....   | 57,266 .....  | 48 .....      | 4 .....        | 5              |
| Reading, PA .....                            | 41,595 ..... | 59,422 .....  | 41,595 .....   | 59,422 .....  | 42 .....      | 2 .....        | 2              |
| York, PA .....                               | 48,632 ..... | 74,921 .....  | NA .....       | NA .....      | 42 .....      | 2.3 .....      | 3              |
| East Providence, RI .....                    | 51,253 ..... | 64,290 .....  | 58,851 .....   | 67,177 .....  | 48 .....      | 3 .....        | 2              |
| Providence, RI .....                         | 41,600 ..... | 63,600 .....  | 41,600 .....   | 63,600 .....  | 56 .....      | 3.5 .....      | 3.5            |
| Awendaw McClellanville, SC .....             | 27,500 ..... | 35,000 .....  | NA .....       | NA .....      | 56 .....      | 1 .....        | NA             |
| Burton, SC .....                             | 35,197 ..... | 47,860 .....  | 39,192 .....   | 50,020 .....  | 60 .....      | 3 .....        | 0              |
| Charleston, SC .....                         | 33,737 ..... | 54,958 .....  | 36,095 .....   | 58,828 .....  | 56 .....      | 4 .....        | 4              |
| Hardeeville, SC .....                        | 34,140 ..... | 45,027 .....  | NA .....       | NA .....      | 56 .....      | 3 .....        | 0              |
| Midway, SC .....                             | 33,161 ..... | NA .....      | 40,402 .....   | NA .....      | 53 .....      | 3 .....        | 2              |
| Mount Pleasant, SC .....                     | 33,350 ..... | 51,704 .....  | 42,878 .....   | 61,232 .....  | 56 .....      | 3 .....        | 3              |
| Myrtle Beach International Airport, SC ..... | 34,456 ..... | NA .....      | NA .....       | NA .....      | 57 .....      | 1 .....        | NA             |
| Myrtle Beach, SC .....                       | 34,514 ..... | 58,951 .....  | 37,976 .....   | 67,144 .....  | 53 .....      | 3 .....        | 2              |
| North Charleston, SC .....                   | 33,816 ..... | 47,342 .....  | 35,765 .....   | 50,071 .....  | 56 .....      | 3 .....        | 4              |
| Knoxville, TN .....                          | 31,382 ..... | 48,363 .....  | 32,882 .....   | 49,863 .....  | 56 .....      | 3 .....        | 3              |
| Nashville, TN .....                          | 47,435 ..... | 61,662 .....  | 52,395 .....   | 68,112 .....  | 56 .....      | 3 .....        | 3              |
| Shelby County, TN .....                      | 40,272 ..... | 54,298 .....  | 45,552 .....   | 59,578 .....  | 56 .....      | 4 .....        | 4              |
| Amarillo, TX .....                           | 42,560 ..... | 60,340 .....  | 44,960 .....   | 62,740 .....  | 56 .....      | 4 .....        | 4              |
| Arlington, TX .....                          | 56,316 ..... | 114,686 ..... | NA .....       | NA .....      | 56 .....      | 3 .....        | 4              |
| Atascocita/Harris County ESD 46, TX .....    | 45,208 ..... | 58,305 .....  | 51,584 .....   | 69,888 .....  | 56 .....      | 4 .....        | 4              |
| Austin, TX .....                             | 51,940 ..... | 132,847 ..... | NA .....       | NA .....      | 53 .....      | 4 .....        | 4              |
| Beaumont, TX .....                           | 53,952 ..... | 69,420 .....  | NA .....       | NA .....      | 48 .....      | 3 .....        | 2              |
| Bedford, TX .....                            | 50,397 ..... | 68,945 .....  | 50,397 .....   | 68,945 .....  | 53 .....      | 3 .....        | 3              |
| Champions ESD, TX .....                      | 35,000 ..... | 49,000 .....  | NA .....       | NA .....      | 53 .....      | 3 .....        | 4              |

## FIRE DEPARTMENT PAY SCALES & STAFFING

| DEPARTMENT                   | FF<br>START | FF<br>TOP   | MEDIC<br>START | MEDIC<br>TOP | WORK<br>HOURS | ENGINE<br>CREW | LADDER<br>CREW |
|------------------------------|-------------|-------------|----------------|--------------|---------------|----------------|----------------|
| Corpus Christi, TX.....      | 48,000..... | 64,448..... | 48,000.....    | 64,448.....  | 52.1.....     | 3.25.....      | 4.....         |
| Dallas, TX.....              | 44,658..... | 74,172..... | 45,458.....    | 80,172.....  | 54.....       | 4.....         | 4.....         |
| El Paso, TX.....             | 37,957..... | 58,888..... | 41,557.....    | 62,488.....  | 56.....       | 3.....         | 3.....         |
| Eules, TX.....               | 60,670..... | 78,077..... | 60,670.....    | 78,077.....  | 56.....       | 4.....         | 3.....         |
| Farmers Branch, TX.....      | 57,496..... | 69,887..... | 60,196.....    | 72,587.....  | 56.....       | 3.....         | 3.....         |
| Fort Worth, TX.....          | 51,917..... | 72,716..... | NA.....        | NA.....      | 56.....       | 4.....         | 4.....         |
| Frisco, TX.....              | 61,279..... | 77,370..... | NA.....        | NA.....      | 56.....       | 3.....         | 3.....         |
| Houston, TX.....             | 43,528..... | 61,226..... | 46,528.....    | 68,426.....  | 46.7.....     | 4.....         | 4.....         |
| Keller, TX.....              | 53,086..... | 69,742..... | 53,086.....    | 69,742.....  | 56.....       | 3.....         | 3.....         |
| Longview, TX.....            | 46,843..... | 52,999..... | 46,843.....    | 52,999.....  | 56.....       | 3.....         | 3.....         |
| Mansfield, TX.....           | 50,470..... | 76,326..... | 50,470.....    | 76,326.....  | 56.....       | 3.....         | 3.....         |
| Midland, TX.....             | 45,948..... | 62,748..... | 41,856.....    | 61,836.....  | 56.....       | 3.....         | 2.....         |
| Plano, TX.....               | 65,123..... | 76,799..... | 69,323.....    | 80,999.....  | 56.....       | 4.....         | 4.....         |
| Port Arthur, TX.....         | 53,846..... | NA.....     | NA.....        | NA.....      | 53.....       | 3.....         | 3.....         |
| Richardson, TX.....          | 53,460..... | 73,884..... | 53,460.....    | 73,884.....  | 56.....       | 4.....         | 4.....         |
| San Antonio, TX.....         | 52,164..... | 61,392..... | 63,480.....    | 67,296.....  | 56.....       | 4.....         | 4.....         |
| Tyler, TX.....               | 47,584..... | 83,777..... | NA.....        | NA.....      | 56.....       | 3.5.....       | 3.5.....       |
| Chesterfield County, VA..... | 42,800..... | 81,860..... | 48,800.....    | 90,251.....  | 56.....       | 3.....         | 3.....         |
| Fairfax City, VA.....        | 53,295..... | 85,058..... | 58,236.....    | 92,945.....  | 56.....       | 4.....         | 3.....         |
| Fairfax County, VA.....      | 53,147..... | 86,573..... | 58,462.....    | 91,888.....  | 56.....       | 4.....         | 4.....         |
| Hampton, VA.....             | 40,478..... | 70,400..... | 47,044.....    | 74,584.....  | 52.....       | 3.....         | 4.....         |
| Harrisonburg, VA.....        | 36,517..... | 59,557..... | 39,017.....    | 62,057.....  | 53.....       | 3.....         | 4.....         |
| Henrico County, VA.....      | 41,882..... | 95,141..... | 48,207.....    | 109,511..... | 56.....       | 3.....         | 3.....         |
| Manassas Park, VA.....       | 48,429..... | 74,505..... | 53,392.....    | 82,141.....  | 48.....       | 3.....         | NA.....        |
| Newport News, VA.....        | 42,392..... | NA.....     | 46,892.....    | 75,898.....  | 56.....       | 3.....         | 3.....         |
| Norfolk, VA.....             | 42,450..... | 62,830..... | 49,354.....    | 73,049.....  | 52.....       | 4.....         | 3.....         |
| Richmond, VA.....            | 41,000..... | 82,106..... | 41,000.....    | 82,106.....  | 56.....       | 4.....         | 4.....         |

## FIRE DEPARTMENT PAY SCALES & STAFFING

| DEPARTMENT               | FF<br>START | FF<br>TOP   | MEDIC<br>START | MEDIC<br>TOP | WORK<br>HOURS | ENGINE<br>CREW | LADDER<br>CREW |
|--------------------------|-------------|-------------|----------------|--------------|---------------|----------------|----------------|
| Virginia Beach, VA.....  | 44,432..... | 65,943..... | 49,044.....    | 72,787.....  | 56.....       | 3.6.....       | 3.13           |
| Burlington, VT.....      | 39,427..... | 63,960..... | 48,739.....    | 70,356.....  | 56.....       | 2.6.....       | 2              |
| Port Angeles, WA.....    | 52,607..... | 79,327..... | 56,391.....    | 84,711.....  | 49.5.....     | 2.....         | NA             |
| Renton, WA.....          | 58,988..... | 79,116..... | NA.....        | NA.....      | 48.6.....     | 3.....         | 3              |
| Seattle, WA.....         | 70,173..... | 87,722..... | 77,970.....    | 97,469.....  | 45.23.....    | 4.....         | 4              |
| Spokane, WA.....         | 39,652..... | 90,410..... | NA.....        | NA.....      | 46.....       | 3.....         | 4              |
| Tacoma, WA.....          | 61,818..... | 92,777..... | 92,510.....    | 107,002..... | 46.1.....     | 3.....         | 3              |
| Vancouver, WA.....       | 69,504..... | 94,884..... | 78,288.....    | 103,668..... | 49.....       | 3.....         | 4              |
| Germantown, WI.....      | 48,500..... | 62,137..... | NA.....        | NA.....      | 56.....       | 3.....         | 2              |
| Grand Chute, WI.....     | 53,406..... | 60,045..... | NA.....        | NA.....      | 56.....       | 3.....         | 3              |
| Menomonee Falls, WI..... | 18,200..... | 73,253..... | 19,656.....    | 75,541.....  | 53.....       | 2.....         | 2              |
| Milwaukee, WI.....       | 43,390..... | 76,463..... | 46,015.....    | 81,089.....  | 53.....       | 4.....         | 4              |
| Oshkosh, WI.....         | 47,875..... | 71,529..... | 47,875.....    | 71,529.....  | 56.....       | 3.....         | 3              |
| Sheboygan, WI.....       | 46,851..... | 76,314..... | 46,851.....    | 76,314.....  | 56.....       | 2.....         | 2              |
| Stevens Point, WI.....   | 53,815..... | 62,804..... | 53,815.....    | 62,804.....  | 56.....       | NA.....        | 3              |
| Waukesha, WI.....        | 46,113..... | 72,410..... | 54,764.....    | 75,306.....  | 52.3.....     | 3.....         | 3              |
| Charleston, WV.....      | 38,661..... | 42,802..... | 41,061.....    | 45,200.....  | 49.5.....     | 3.....         | 2              |
| Casper, WY.....          | 51,596..... | 62,692..... | 55,328.....    | 67,209.....  | 56.....       | 3.....         | 2              |

### CANADA

|                    |             |              |             |              |         |        |    |
|--------------------|-------------|--------------|-------------|--------------|---------|--------|----|
| Surrey, BC.....    | 64,252..... | 97,284.....  | NA.....     | NA.....      | 42..... | 4..... | 4  |
| Burnaby, BC.....   | 62,706..... | 89,580.....  | NA.....     | NA.....      | 42..... | 4..... | 3  |
| Kelowna, BC.....   | 65,867..... | 96,912.....  | NA.....     | NA.....      | 42..... | 4..... | NA |
| Toronto, ON.....   | 60,717..... | 90,623.....  | NA.....     | NA.....      | 42..... | 4..... | 3  |
| Markham, ON.....   | 54,383..... | 98,796.....  | NA.....     | NA.....      | 42..... | 4..... | 4  |
| Montreal, QC.....  | 43,321..... | 75,343.....  | NA.....     | NA.....      | 42..... | 4..... | 3  |
| Saskatoon, SK..... | 72,287..... | 129,085..... | 72,287..... | 129,085..... | 42..... | 4..... | 4  |