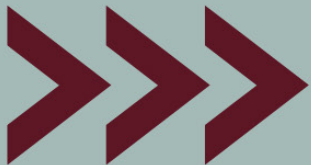


2022



FIRST RESPONDER SALARY & BENEFITS SURVEY

Made possible through a partnership between The John C. Stennis Institute of Government & Community Development, The Mississippi Municipal League, and The Mississippi Association of Supervisors



FORWARD

On behalf of the staff, research fellows, and students of The John C. Stennis Institute of Government and Community Development at Mississippi State University, I would like to present to you our latest installment of the First Responder Salary and Benefits Survey, a collaborative effort between the Stennis Institute, the Mississippi Municipal League, and the Mississippi Association of Supervisors.

Based at our state's land grant university, the Stennis Institute is often referred to as Mississippi's think tank, but the Stennis Institute is much more. We are frequently called upon to provide technical assistance and consultation to state officials, local governments and community leaders regarding political, governmental, and economic/community development matters. Our mission is to enhance the capacities of state and local officials to deal effectively with today's challenges regarding many issues. The Stennis Institute delivers a wide array of services and technical assistance to municipalities, counties, and government agencies, responding to the ever-changing political and economic environment.

The Stennis Institute performs a threefold mission: (1) to enhance the efficiency and effectiveness of Mississippi state and local governments through basic and applied research, training, technical assistance, and service; (2) to provide technical assistance and research for both rural development in Mississippi and regional activities in the Southeast; and (3) to promote civic education and citizen involvement in the political process.

I hope you benefit from the extensive efforts of the Institute's staff in your time studying this installment of the First Responder Salary and Benefits Survey. Should you have any questions regarding the information contained herein, please do not hesitate to contact the Stennis Institute at 662-325-3328. Thank you for taking an interest in this work and for all you do to make a better Mississippi.



Dr. J "Dallas" Breen
Stennis Institute Executive Director

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ORGANIZATIONAL & COMPENSATION ANALYSIS OVERVIEW

Personnel matters are of central importance to the operation of today's municipal government. Indeed, the efficiency and effectiveness of a municipal government sits squarely on the shoulders of its personnel system. These systems marked by arbitrary compensation levels, capricious decisions regarding promotion and termination, or wildly disparate management styles can cripple a municipality's operation and lead to poor service delivery. In the past, many municipal governments have operated with only rudimentary personnel systems, or in some cases, without a personnel system of any type. As increased citizen expectations related to the volume and quality of municipal service delivery increase the need for fair and equitable personnel systems increases as well.

As part of its legislatively funded mission to supply targeted technical research and assistance to local governments, the Stennis Institute actively conducts personnel and compensation analysis for Mississippi municipalities and counties. In general, the objectives of these efforts are to develop:

- An analysis of current wage and salary levels in terms of the external labor market. This analysis often includes conducting a wage and salary survey of other counties and municipalities within the local labor market.
- Design of a compensation plan for possible implementation by the governing authorities of the organization. This plan will include local labor market conditions that may impact turnover rate and any other factors associated with the local labor force.
- Design of a plan for implementing wage and salary levels for newly created positions within the city or county's organizational structure.
- The development of a set of cost estimates for implementing the compensation plan, if adopted by local governing authorities.-

The Institute actively uses the national O*NET job analysis and classification system, not only to inform the analysis of the knowledge, skills and abilities necessary to perform each occupational position within the organization, but to also provide comparable, real-time salary data (updated every three months) as provided by state departments of labor (or equivalent organizations) to the United States Department of Labor, and various state and national statistical entities, including the Bureau of the Census, the Bureau of Labor Statistics (BLS), and the Bureau of Economic Analysis (BEA).O*NET data, since it provides comparable specific wage and salary data from jurisdictions throughout the country keyed to job classifications throughout the spectrum of both public and private employment, is an invaluable tool in assessing and designing compensation plans.

Services provided by the Institute are always targeted toward the needs of the municipality and are generally conducted through a contractual arrangement between the Institute and the municipality. In most cases, the contracting party supports the Institute's work by providing funds to cover the incremental costs associated with the successful performance of tasks outlined in a "scope of work" document, a jointly-developed appendix to a standard contract outlining the deliverables and respective responsibilities of both parties throughout the course of the agreement.

COMPENSATION ANALYSIS

Determining the proper compensation for an employee is not a straightforward process.

Many different methods and theories abound, each promising, with the application of a formula or through the use of a survey, to produce a correct compensation “figure”. Practical experience with the process of determining compensation for employees belies this simple concept. Often, the best results are achieved through an amalgamation of several different methods of compensation analysis.

In many organizations, management unilaterally determines the pay to be offered to employees. This does not imply, however, that management has complete control in setting pay levels. There are three constraints on the ability of management to determine pay levels: the external labor market, internal equity, and the organizational hierarchy.

- Classical economics teaches that labor is like any other commodity or product, and therefore has a market. Within this market, the forces of supply and demand work to produce a “price” for different positions. For example, due to the heavy demand for truck drivers from the growing trucking industry, the number of available positions in this industry has increased. Since there are a relatively short supply of an available labor force with the corresponding knowledge, skills, and abilities able to fill these positions, the

“price” of a truck driver has also increased in recent years. This “price” is simply the hourly wage or the fixed salary that an organization must offer a person to fill the requisite position— the position’s compensation; simply, the external labor market must be considered when developing competitive and equitable compensation plans.

- The second constraint on management is the concept of internal equity. This concept refers to the principles that a position in one area of the organization should be offered the same level of compensation as that same position in another area of the same organization. Within a municipality, for example, given similar job tasks, an administrative assistant in the Mayor’s Office should have pay equity with a similarly situated administrative assistant in the Public Works Department. Ignoring internal equity concerns can lead to high turnover and low morale amount employees.
- The third constraint on management is the organizational hierarchy. In a hierarchical organization, it is vital that managers have a greater level of compensation than the subordinates they supervise. Ignoring issues related to organizational hierarchy can lead to poor management performance and reduced motivation among employees.

EXTERNAL LABOR MARKET

In developing compensation plans for county and municipal governments, salary survey instruments developed by the Institute are distributed to organizations that are either in the city’s local labor market or are comparable to the municipality or county under review. Factors used to determine comparability to other cities and counties include population ($\pm 25\%$) annual general fund budget, number of employees, and types of services offered to the public. All survey results are verified and standardized in format by Institute staff. In cases where only a range was reported for a specific position, the average of the high and low salary listings is used in the computations.

INTERNAL JOB MARKET

The place of a given job's rank within an organizational value system is reflected in the position's compensation, particularly in the form of a base rate or range of pay. With local governments existing in competitive labor markets, systems that establish the relative value of positions are important to both employees and management, as they establish the basis for equity, at least in a traditional sense.

Within public organizations, job hierarchies and organizational structure are used for more than simply determining compensation. Both serve as general guides in recruitment and selection of employees; further, establishing job evaluation systems related to hierarchy and organizational structure can be an important tool in:

- Redesigning organizational processes.
- May assist management in career planning, training and professional development; and
- May provide guidance in job assignments and during times of reductions in force.

The essence of internal job evaluation is the rating or ranking of jobs by their relative worth to the organization and is composed of a variety of job evaluation factors. Technically, these factors need to:

- Be present in varying degree relative to individual jobs,
- Be minimized in number,
- Be discrete in meaning in order to avoid double weighting, and
- Be known (to some degree) for all positions in the system.
- Finally, each identified factor must measure individual aspects of the position itself, rather than the incumbent holding the position within an organization.

Some of the most commonly used factors include:

- Job requirements,
- Responsibility,
- Working conditions,
- Physical demands,
- Difficulty of work, both intellectually, physically, and emotionally,
- Nature and degree of required personal relationships, and
- Leadership and management requirements.

GRADE & STEP SYSTEMS

Most compensation plans designed by the Institute are based on a standard format utilizing a grade and step system (presented on the next page), which helps to provide stability in an organization's overall compensation system. The plan itself is based upon the premise of providing the current minimum wage at Grade One Step One; all other grades and steps are calculated from this base level. An increase in grade represents a ten percent (10%) increase in compensation, while an increase to a higher step within each grade represents a three percent (3%) increase in compensation.

Positions are placed on a grade within the plan using data returned through internal and external data collection; each position is placed so that its compensation is appropriate for the "rank" of the position with the organizational structure. Individual employees are assigned to a specific step within the grade associated with their current position, based upon their current annual wage and the length of their tenure with the organization. Proposed salaries are never lower than the employee's current rate of pay; each position receives at least a small increase to properly assign the employee to an exact step on the pay scale. Every effort is made to maintain internal pay equity between comparable positions, and further, to standardize wages among similar positions to the greatest extent possible.

IMPLEMENTATION

Implementation of a compensation plan rests within the authority of the governing body of the organization; the plan itself exists as a guide or frame work that can be used to guide current and future personnel and compensation decisions. Almost all plans developed by the Institute, when they are released and accepted by a local Board (or governing authorities), are adjusted by Board action to reflect the Board's thoughts and feelings regarding specific local conditions inherent within the organization. Personnel plans developed by the Institute should exist as 'living documents', and continually evolve with the organization over time in order to retain their value. In some cases, plans may need to be reviewed periodically to account for changes in the external labor market, and to ensure continued commitment to maintaining external and internal equity among positions.

MUNICIPAL SURVEY RESPONDENTS

Alphabetically

Municipality	Population	Municipality	Population	Municipality	Population	Municipality	Population
Aberdeen	4,961	D'Iberville	12,721	Louise	178	Slate Springs	105
Ackerman	1,594	D'Lo	373	Lula	204	Smithville	717
Algoma	705	Ellisville	4,652	Macon	2,582	Soso	418
Amory	6,666	Enterprise	496	Mantee	237	Southaven	54,648
Arcola	304	Eupora	2,152	Marion	1,751	Starkville	25,570
Batesville	7,523	Flora	1,647	Marks	1,444	Sturgis	207
Bay St. Louis	9,284	Florence	4,572	Meadville	448	Sumner	278
Biloxi	49,449	Flowood	10,202	Mendenhall	2,199	Tremont	467
Blue Mountain	948	Forest	5,430	Monticello	1,441	Tunica	1,026
Brookhaven	11,674	Fulton	4,542	Morgan City	207	Tupelo	37,926
Brooksville	915	Gautier	19,024	Moss Point	12,147	Union	2,042
Bruce	1,707	Georgetown	252	Natchez	14,520	Verona	2,792
Bude	780	Gloster	897	Nettleton	1,935	Vicksburg	21,573
Burnsville	868	Golden	192	New Albany	7,626	Waveland	7,210
Calhoun City	1,533	Greenville	29,670	New Augusta	554	Waynesboro	4,567
Carthage	4,901	Greenwood	14,490	New Houlika	698	Wesson	1,833
Cary	241	Hatley	495	Newton	3,373	Winona	4,505
Clarksdale	14,903	Hazlehurst	3,619	North Carrollton	405		
Cleveland	11,199	Hernando	17,138	Ocean Springs	18,429		
Clinton	28,100	Hollandale	2,188	Olive Branch	46,466		
Coffeeville	797	Horn Lake	26,736	Oxford	25,416		
Collins	2,342	Indianola	9,646	Pascagoula	22,010		
Columbus	25,172	Itta Bena	3,139	Prentiss	976		
Corinth	14,622	Kosciusko	7,114	Purvis	1,904		
Courtland	470	Lake	475	Raymond	1,960		
Crowder	573	Laurel	17,161	Ridgeland	24,269		
Crystal Springs	4,862	Leland	3,988	Salttillo	4,922		
Decatur	1,945	Lena	157	Sardis	1,748		
Derma	957	Liberty	560	Senatobia	8,354		

MUNICIPAL SURVEY RESPONDENTS

Population Groups

Over 25,000 Residents	
Municipality	Population
Southaven	54,648
Biloxi	49,449
Olive Branch	46,466
Tupelo	37,926
Greenville	29,670
Clinton	28,100
Horn Lake	26,736
Starkville	25,570
Oxford	25,416
Columbus	25,172

5,000-9,999 Residents	
Municipality	Population
Indianola	9,646
Bay St. Louis	9,284
Senatobia	8,354
New Albany	7,626
Batesville	7,523
Waveland	7,210
Kosciusko	7,114
Amory	6,666
Forest	5,430

1,000-4,999 Residents, cont'd	
Municipality	Population
Mendenhall	2,199
Hollandale	2,188
Eupora	2,152
Union	2,042
Raymond	1,960
Decatur	1,945
Nettleton	1,935
Purvis	1,904
Wesson	1,833
Marion	1,751
Sardis	1,748
Bruce	1,707
Flora	1,647
Ackerman	1,594
Calhoun City	1,533
Marks	1,444
Monticello	1,441
Tunica	1,026

0-999 Residents, cont'd	
Municipality	Population
New Houka	698
Crowder	573
Liberty	560
New Augusta	554
Enterprise	496
Hatley	495
Lake	475
Courtland	470
Tremont	467
Meadville	448
Soso	418
Shubuta	406
North Carrollton	405
D'Lo	373
Arcola	304
Sumner	278
Georgetown	252
Cary	241
Mantee	237
Morgan City	207
Sturgis	207
Lula	204
Golden	192
Louise	178
Lena	157
Slate Springs	105

10,000-25,000 Residents	
Municipality	Population
Ridgeland	24,269
Pascagoula	22,010
Vicksburg	21,573
Gautier	19,024
Ocean Springs	18,429
Laurel	17,161
Hernando	17,138
Clarksdale	14,903
Corinth	14,622
Natchez	14,520
Greenwood	14,490
D'Iberville	12,721
Moss Point	12,147
Brookhaven	11,674
Cleveland	11,199
Flowood	10,202

1,000-4,999 Residents	
Municipality	County
Aberdeen	4,961
Saltillo	4,922
Carthage	4,901
Crystal Springs	4,862
Ellisville	4,652
Florence	4,572
Waynesboro	4,567
Fulton	4,542
Winona	4,505
Leland	3,988
Hazlehurst	3,619
Newton	3,373
Itta Bena	3,139
Verona	2,792
Macon	2,582
Collins	2,342

0 to 999 Residents	
Municipality	Population
Prentiss	976
Derma	957
Blue Mountain	948
Brooksville	915
Gloster	897
Burnsville	868
Coffeeville	797
Bude	780
Smithville	717

COUNTY SURVEY RESPONDENTS

Alphabetically

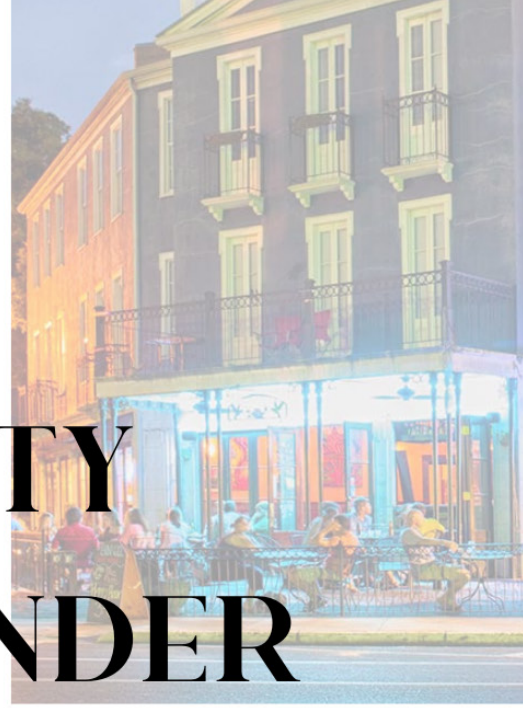
County	Population
Adams County	32,297
DeSoto County	184,945
Franklin County	7,788
Jackson County	143,617
Montgomery County	10,925
Neshoba County	29,125
Newton County	21,443
Oktibbeha County	49,587
Pike County	39,288
Pontotoc County	32,174
Prentiss County	25,276
Tate County	28,321
Tippah County	21,995
Tunica County	10,778
Union County	28,606
Wilkinson County	9,878
Yalobusha County	12,392

COUNTY SURVEY RESPONDENTS

By Population

Over 25,000 Residents	
County	Population
DeSoto County	184,945
Jackson County	143,617
Oktibbeha County	49,587
Pike County	39,288
Adams County	32,297
Pontotoc County	32,174
Neshoba County	29,125
Tate County	28,321
Union County	28,606
Prentiss County	25,276

0-24,999 Residents	
County	Population
Tippah County	21,995
Newton County	21,443
Yalobusha County	12,392
Montgomery County	10,925
Tunica County	10,778
Wilkinson County	9,878
Franklin County	7,788



MUNICIPALITY FIRST RESPONDER



SALARY SURVEY



POLICE MUNICIPAL SALARY STATISTICS

	Mean	Minimum	Maximum	10%	25%	50%	75%	90%	
CHIEF	Over 25,000 Residents	\$93,456.58	\$73,320.00	\$121,555.20	\$74,076.00	\$88,752.75	\$92,300.00	\$99,789.41	\$107,047.92
	10,000 to 24,999 Residents	\$82,920.81	\$62,400.00	\$105,618.24	\$70,312.50	\$72,545.20	\$82,557.06	\$92,877.49	\$95,840.41
	5,000 to 9,999 Residents	\$66,649.08	\$56,890.04	\$82,700.00	\$59,378.01	\$60,000.00	\$66,250.00	\$70,000.00	\$75,783.39
	1,000 to 4,999 Residents	\$50,090.68	\$18,935.02	\$63,000.00	\$40,411.60	\$45,966.00	\$51,396.80	\$54,692.59	\$60,900.00
	0 to 999 Residents	\$36,291.54	\$26,780.00	\$48,048.00	\$27,504.00	\$31,200.00	\$35,700.00	\$40,000.00	\$46,585.91
ASSISTANT CHIEF	Over 25,000 Residents	\$80,129.39	\$63,000.00	\$94,500.00	\$64,130.40	\$76,606.00	\$80,910.33	\$87,027.20	\$92,588.00
	10,000 to 24,999 Residents	\$72,060.06	\$60,761.28	\$86,639.28	\$62,236.13	\$63,175.60	\$72,174.42	\$77,088.24	\$85,883.93
	5,000 to 9,999 Residents	\$58,418.85	\$51,262.12	\$67,475.00	\$52,304.82	\$54,729.48	\$58,300.00	\$61,217.94	\$64,451.53
	1,000 to 4,999 Residents	\$41,480.50	\$35,500.00	\$50,000.00	\$36,691.20	\$37,000.00	\$41,200.00	\$45,000.00	\$48,000.00
	0 to 999 Residents	\$30,897.25	\$26,780.00	\$39,520.00	\$26,884.70	\$27,041.75	\$28,644.50	\$32,500.00	\$36,712.00
MAJOR	Over 25,000 Residents	\$75,621.07	\$61,281.00	\$85,416.00	\$67,150.50	\$73,505.75	\$77,089.50	\$79,676.80	\$82,623.20
	10,000 to 24,999 Residents	Zero Responses							
	5,000 to 9,999 Residents	\$63,939.00	\$63,939.00	\$63,939.00	\$63,939.00	\$63,939.00	\$63,939.00	\$63,939.00	\$63,939.00
	1,000 to 4,999 Residents	\$46,068.83	\$36,500.00	\$57,000.00	\$38,141.30	\$40,603.24	\$44,706.48	\$50,853.24	\$54,541.30
	0 to 999 Residents	Zero Responses							
CAPTAIN	Over 25,000 Residents	\$67,618.93	\$57,013.00	\$76,440.00	\$58,835.01	\$63,614.50	\$68,523.70	\$72,331.65	\$73,359.56
	10,000 to 24,999 Residents	\$58,920.16	\$45,760.00	\$79,300.00	\$51,579.72	\$52,780.00	\$55,750.00	\$62,044.40	\$71,518.72
	5,000 to 9,999 Residents	\$48,449.11	\$46,000.24	\$53,830.00	\$46,169.07	\$46,422.31	\$46,983.10	\$49,009.90	\$51,901.96
	1,000 to 4,999 Residents	\$40,977.12	\$35,902.00	\$46,000.00	\$36,380.40	\$38,000.00	\$39,625.00	\$44,706.48	\$45,200.00
	0 to 999 Residents	Zero Responses							
LIEUTENANT	Over 25,000 Residents	\$60,301.12	\$51,958.00	\$69,888.00	\$52,404.41	\$55,806.25	\$61,676.50	\$63,782.15	\$65,225.05
	10,000 to 24,999 Residents	\$53,343.47	\$38,241.84	\$73,229.52	\$42,889.60	\$48,457.00	\$51,134.10	\$60,181.71	\$63,271.20
	5,000 to 9,999 Residents	\$45,100.71	\$35,755.20	\$51,114.96	\$40,186.54	\$43,232.67	\$45,312.80	\$48,153.30	\$50,409.53
	1,000 to 4,999 Residents	\$38,693.17	\$34,420.00	\$44,706.48	\$34,492.00	\$34,713.90	\$36,515.00	\$43,000.00	\$44,531.45
	0 to 999 Residents	Zero Responses							

POLICE MUNICIPAL SALARY STATISTICS

	Mean	Minimum	Maximum	10%	25%	50%	75%	90%	
SERGEANT	Over 25,000 Residents	\$55,295.32	\$44,772.00	\$65,520.00	\$46,619.33	\$48,589.00	\$55,893.00	\$61,306.75	\$62,358.40
	10,000 to 24,999 Residents	\$48,511.46	\$36,363.60	\$60,420.00	\$41,832.00	\$45,626.69	\$49,210.90	\$50,841.12	\$55,548.50
	5,000 to 9,999 Residents	\$41,711.27	\$34,632.00	\$49,212.80	\$35,675.95	\$37,890.84	\$42,234.40	\$45,276.90	\$46,688.04
	1,000 to 4,999 Residents	\$36,226.29	\$30,992.00	\$44,706.48	\$31,936.32	\$33,659.38	\$35,108.50	\$37,950.00	\$41,670.60
	0 to 999 Residents	\$29,216.50	\$27,129.00	\$31,304.00	\$27,546.50	\$28,172.75	\$29,216.50	\$30,260.25	\$30,886.50
CORPORAL	Over 25,000 Residents	\$49,145.01	\$41,183.52	\$57,842.53	\$42,298.46	\$43,970.88	\$48,777.00	\$53,951.13	\$56,285.97
	10,000 to 24,999 Residents	\$41,180.55	\$35,004.40	\$45,515.93	\$36,374.93	\$38,137.10	\$41,717.00	\$45,068.14	\$45,449.73
	5,000 to 9,999 Residents	\$39,684.32	\$31,720.00	\$45,531.20	\$33,736.35	\$36,760.88	\$41,801.76	\$43,666.48	\$44,785.31
	1,000 to 4,999 Residents	\$36,907.96	\$29,120.00	\$44,706.48	\$29,993.60	\$31,304.00	\$39,369.33	\$40,040.00	\$42,839.89
	0 to 999 Residents	Zero Responses							
INVESTIGATOR	Over 25,000 Residents	\$47,482.08	\$33,509.00	\$59,841.60	\$36,292.20	\$39,557.25	\$48,366.50	\$55,234.00	\$58,266.88
	10,000 to 24,999 Residents	\$45,743.51	\$35,609.60	\$57,000.00	\$35,800.00	\$37,136.84	\$47,010.60	\$51,431.55	\$53,397.26
	5,000 to 9,999 Residents	\$44,889.51	\$34,632.00	\$56,368.00	\$35,869.60	\$39,691.60	\$44,896.50	\$50,293.23	\$52,690.87
	1,000 to 4,999 Residents	\$39,402.79	\$30,235.40	\$52,240.50	\$33,548.40	\$35,217.00	\$37,128.00	\$42,120.00	\$47,623.89
	0 to 999 Residents	Zero Responses							
OFFICER	Over 25,000 Residents	\$46,259.29	\$27,500.00	\$61,274.73	\$36,486.50	\$38,906.50	\$46,550.00	\$55,444.47	\$58,117.32
	10,000 to 24,999 Residents	\$39,779.18	\$31,674.00	\$51,300.00	\$33,409.91	\$34,896.23	\$37,600.68	\$45,868.30	\$48,602.02
	5,000 to 9,999 Residents	\$37,798.29	\$31,200.00	\$44,474.04	\$35,185.80	\$36,897.00	\$37,236.55	\$38,851.80	\$41,319.25
	1,000 to 4,999 Residents	\$33,999.57	\$27,306.72	\$44,706.48	\$29,736.00	\$31,196.88	\$34,370.00	\$35,273.75	\$37,800.40
	0 to 999 Residents	\$29,496.33	\$26,000.00	\$35,360.00	\$26,225.80	\$26,564.50	\$27,129.00	\$31,244.50	\$33,713.80

FIRE MUNICIPAL SALARY STATISTICS

	Mean	Minimum	Maximum	10%	25%	50%	75%	90%	
CHIEF	Over 25,000 Residents	\$85,672.42	\$70,853.00	\$101,000.00	\$71,061.65	\$83,683.73	\$85,700.00	\$89,629.25	\$96,268.16
	10,000 to 24,999 Residents	\$78,101.80	\$60,180.00	\$98,039.70	\$64,240.00	\$68,673.80	\$73,000.00	\$89,876.39	\$94,469.50
	5,000 to 9,999 Residents	\$60,215.06	\$50,079.64	\$65,332.80	\$56,007.64	\$60,000.00	\$60,169.20	\$63,000.00	\$63,717.47
	1,000 to 4,999 Residents	\$45,321.06	\$19,979.44	\$63,000.00	\$35,766.00	\$40,000.00	\$48,101.04	\$52,118.00	\$55,682.05
	0 to 999 Residents	\$35,828.00	\$35,828.00	\$35,828.00	\$35,828.00	\$35,828.00	\$35,828.00	\$35,828.00	\$35,828.00
ASSISTANT CHIEF	Over 25,000 Residents	\$72,514.97	\$53,056.00	\$94,500.00	\$54,108.00	\$60,462.81	\$74,984.00	\$78,102.00	\$88,521.76
	10,000 to 24,999 Residents	\$65,321.33	\$51,702.56	\$82,368.00	\$55,112.20	\$56,150.50	\$64,512.96	\$73,919.43	\$76,533.24
	5,000 to 9,999 Residents	\$52,125.37	\$42,909.62	\$64,376.00	\$45,000.41	\$48,133.93	\$52,026.78	\$53,939.23	\$59,348.91
	1,000 to 4,999 Residents	\$37,672.60	\$29,500.00	\$48,960.00	\$29,850.00	\$31,125.00	\$36,871.27	\$42,831.36	\$46,786.25
	0 to 999 Residents	Zero Responses							
BATTALION CHIEF	Over 25,000 Residents	\$60,829.67	\$40,120.00	\$72,925.40	\$49,456.32	\$53,440.19	\$66,081.00	\$67,714.00	\$68,985.08
	10,000 to 24,999 Residents	\$57,543.50	\$48,897.00	\$72,736.40	\$49,149.80	\$50,509.00	\$55,228.10	\$63,162.91	\$67,070.64
	5,000 to 9,999 Residents	\$44,225.65	\$24,440.00	\$56,534.40	\$29,892.51	\$38,071.28	\$51,702.56	\$54,118.48	\$55,568.03
	1,000 to 4,999 Residents	\$38,966.87	\$38,053.00	\$40,300.00	\$38,151.92	\$38,300.30	\$38,547.60	\$39,423.80	\$39,949.52
	0 to 999 Residents	Zero Responses							
MARSHALL	Over 25,000 Residents	\$58,838.87	\$44,734.00	\$73,020.00	\$47,668.08	\$53,879.00	\$60,000.00	\$62,379.20	\$71,212.80
	10,000 to 24,999 Residents	\$51,041.41	\$28,080.00	\$77,642.02	\$31,280.40	\$43,462.80	\$51,864.50	\$57,023.25	\$68,485.69
	5,000 to 9,999 Residents	\$57,220.80	\$57,220.80	\$57,220.80	\$57,220.80	\$57,220.80	\$57,220.80	\$57,220.80	\$57,220.80
	1,000 to 4,999 Residents	\$31,534.00	\$31,534.00	\$31,534.00	\$31,534.00	\$31,534.00	\$31,534.00	\$31,534.00	\$31,534.00
	0 to 999 Residents	Zero Responses							

FIRE MUNICIPAL SALARY STATISTICS

	Mean	Minimum	Maximum	10%	25%	50%	75%	90%	
LIEUTENANT	Over 25,000 Residents	\$48,686.59	\$36,529.00	\$61,086.00	\$36,881.80	\$41,305.11	\$48,743.92	\$55,780.78	\$60,591.80
	10,000 to 24,999 Residents	\$44,864.22	\$38,251.20	\$58,195.00	\$38,496.80	\$42,071.50	\$44,122.00	\$46,523.88	\$51,739.55
	5,000 to 9,999 Residents	\$40,343.37	\$21,840.00	\$52,500.00	\$26,865.28	\$38,444.64	\$40,743.00	\$46,562.88	\$50,539.17
	1,000 to 4,999 Residents	\$34,661.00	\$33,852.00	\$35,470.00	\$34,013.80	\$34,256.50	\$34,661.00	\$35,065.50	\$35,308.20
	0 to 999 Residents	\$31,694.00	\$31,694.00	\$31,694.00	\$31,694.00	\$31,694.00	\$31,694.00	\$31,694.00	\$31,694.00
SERGEANT	Over 25,000 Residents	\$47,001.87	\$39,651.46	\$55,009.00	\$41,256.02	\$43,662.87	\$46,673.50	\$50,012.50	\$53,010.40
	10,000 to 24,999 Residents	\$40,431.73	\$39,223.11	\$42,192.00	\$39,323.22	\$39,473.38	\$40,155.90	\$41,114.25	\$41,760.90
	5,000 to 9,999 Residents	\$38,608.19	\$27,019.20	\$50,000.00	\$29,712.60	\$33,797.75	\$38,802.14	\$43,372.55	\$47,309.82
	1,000 to 4,999 Residents	\$38,546.67	\$37,440.00	\$39,900.00	\$37,612.00	\$37,870.00	\$38,300.00	\$39,100.00	\$39,580.00
	0 to 999 Residents	Zero Responses							
FIREFIGHTER	Over 25,000 Residents	\$40,095.99	\$30,018.00	\$49,033.00	\$33,144.60	\$34,191.24	\$39,178.00	\$47,487.33	\$48,587.50
	10,000 to 24,999 Residents	\$35,904.97	\$29,120.00	\$47,119.00	\$29,850.73	\$32,124.01	\$34,602.34	\$38,907.30	\$44,770.25
	5,000 to 9,999 Residents	\$30,016.91	\$18,720.00	\$37,150.08	\$23,146.24	\$29,120.00	\$31,767.00	\$33,350.00	\$34,240.38
	1,000 to 4,999 Residents	\$31,351.23	\$19,000.00	\$43,210.00	\$25,638.70	\$27,235.00	\$29,021.00	\$36,312.60	\$39,334.46
	0 to 999 Residents	\$29,213.60	\$29,213.60	\$29,213.60	\$29,213.60	\$29,213.60	\$29,213.60	\$29,213.60	\$29,213.60

MUNICIPAL BENEFITS

Medical Insurance Percentages

	Medical Insurance Offered	Medical Insurance for Dependents	Premiums 100% Employer Paid	Premiums 100% Employee Paid	Premiums Jointly Paid
Overall Percentages	78.10%	84.15%	71.95%	2.44%	25.61%
Over 25,000 Residents	100.00%	100.00%	70.00%	0.00%	30.00%
10,000 to 24,999 Residents	100.00%	100.00%	68.75%	0.00%	31.25%
5,000 to 9,999 Residents	100.00%	100.00%	66.67%	0.00%	33.33%
1,000 to 4,999 Residents	100.00%	88.24%	73.53%	2.94%	23.53%
0 to 999 Residents	36.11%	30.77%	76.92%	7.69%	15.38%
Overall Count	82/105	69/82	59/82	2/82	21/82
Over 25,000 Residents	10/10	10/10	7/10	0/10	3/10
10,000 to 24,999 Residents	16/16	16/16	11/16	0/16	5/16
5,000 to 9,999 Residents	9/9	9/9	6/9	0/9	3/9
1,000 to 4,999 Residents	34/34	30/34	25/34	1/34	8/34
0 to 999 Residents	13/36	4/13	10/13	1/13	2/13

Dental Insurance Percentages

	Dental Insurance Offered	Dental Insurance for Dependents	Premiums 100% Employer Paid	Premiums 100% Employee Paid	Premiums Jointly Paid
Overall Percentages	72.38%	92.11%	31.58%	52.63%	15.79%
Over 25,000 Residents	100.00%	100.00%	40.00%	20.00%	40.00%
10,000 to 24,999 Residents	100.00%	100.00%	31.25%	62.50%	6.25%
5,000 to 9,999 Residents	100.00%	100.00%	33.33%	55.56%	11.11%
1,000 to 4,999 Residents	94.12%	96.88%	25.00%	62.50%	12.50%
0 to 999 Residents	25.00%	44.44%	44.44%	33.33%	22.22%
Overall Count	76/105	70/76	24/76	40/76	12/76
Over 25,000 Residents	10/10	10/10	4/10	2/10	4/10
10,000 to 24,999 Residents	16/16	16/16	5/16	10/16	1/16
5,000 to 9,999 Residents	9/9	9/9	3/9	5/9	1/9
1,000 to 4,999 Residents	32/34	31/32	8/32	20/32	4/32
0 to 999 Residents	9/36	4/9	4/9	3/9	2/9

MUNICIPAL BENEFITS

Vision Insurance Percentages

	Vision Insurance Offered	Vision Insurance for Dependents	Premiums 100% Employer Paid	Premiums 100% Employee Paid	Premiums Jointly Paid
Overall Percentages	64.76%	94.12%	20.59%	72.06%	7.35%
Over 25,000 Residents	100.00%	100.00%	20.00%	60.00%	20.00%
10,000 to 24,999 Residents	93.75%	100.00%	20.00%	80.00%	0.00%
5,000 to 9,999 Residents	88.89%	100.00%	0.00%	100.00%	0.00%
1,000 to 4,999 Residents	85.29%	96.55%	20.69%	68.97%	10.34%
0 to 999 Residents	16.67%	50.00%	50.00%	50.00%	0.00%
Overall Count	68/105	64/68	14/68	49/68	5/68
Over 25,000 Residents	10/10	10/10	2/10	6/10	2/10
10,000 to 24,999 Residents	15/16	15/15	3/15	12/15	0/15
5,000 to 9,999 Residents	8/9	8/8	0/8	8/8	0/8
1,000 to 4,999 Residents	29/34	28/29	6/29	20/29	3/29
0 to 999 Residents	6/36	3/6	3/6	3/6	0/6

MUNICIPAL BENEFITS

Short Term Disability Insurance

	Short Term Disability Offered	Premiums 100% Employer Paid	Premiums 100% Employee Paid	Premiums Jointly Paid
Overall Percentages	60.95%	7.81%	82.81%	9.38%
Over 25,000 Residents	80.00%	0.00%	87.50%	12.50%
10,000 to 24,999 Residents	87.50%	14.29%	85.71%	0.00%
5,000 to 9,999 Residents	88.89%	0.00%	87.50%	12.50%
1,000 to 4,999 Residents	73.53%	4.00%	88.00%	8.00%
0 to 999 Residents	25.00%	22.22%	55.56%	22.22%
Overall Count	64/105	5/64	53/64	6/64
Over 25,000 Residents	8/10	0/8	7/8	1/8
10,000 to 24,999 Residents	14/16	2/14	12/14	0/14
5,000 to 9,999 Residents	8/9	0/8	7/8	1/8
1,000 to 4,999 Residents	25/34	1/25	22/25	2/25
0 to 999 Residents	9/36	2/9	5/9	2/9

Long Term Disability Insurance

	Long Term Disability Offered	Premiums 100% Employer Paid	Premiums 100% Employee Paid	Premiums Jointly Paid
Overall Percentages	43.81%	13.04%	80.43%	6.52%
Over 25,000 Residents	40.00%	25.00%	75.00%	0.00%
10,000 to 24,999 Residents	75.00%	25.00%	75.00%	0.00%
5,000 to 9,999 Residents	55.56%	0.00%	100.00%	0.00%
1,000 to 4,999 Residents	55.88%	5.26%	84.21%	10.53%
0 to 999 Residents	16.67%	16.67%	66.67%	16.67%
Overall Count	46/105	6/46	37/46	3/46
Over 25,000 Residents	4/10	1/4	3/4	0/4
10,000 to 24,999 Residents	12/16	3/12	9/12	0/12
5,000 to 9,999 Residents	5/9	0/5	5/5	0/5
1,000 to 4,999 Residents	19/34	1/19	16/19	2/19
0 to 999 Residents	6/36	1/6	4/6	1/6

MUNICIPAL BENEFITS

Paid Personal Leave

	Paid Personal Leave Offered	Average number of days at 1 year	Average number of days at 4 years	Average number of days at 10 years
Overall Percentages	74.29%	8.90	11.82	15.58
Over 25,000 Residents	100.00%	12.35	16.08	19.35
10,000 to 24,999 Residents	100.00%	9.75	12.13	16.13
5,000 to 9,999 Residents	100.00%	7.07	11.50	16.29
1,000 to 4,999 Residents	88.24%	6.57	9.86	13.36
0 to 999 Residents	36.11%	8.77	9.52	12.77
Overall Count	78/105	8.90	11.82	15.58
Over 25,000 Residents	10/10	12.35	16.08	19.35
10,000 to 24,999 Residents	16/16	9.75	12.13	16.13
5,000 to 9,999 Residents	9/9	7.07	11.50	16.29
1,000 to 4,999 Residents	30/34	6.57	9.86	13.36
0 to 999 Residents	13/36	8.77	9.52	12.77

Paid Sick Leave

	Paid Sick Leave Offered	Average number of days at 1 year	Average number of days at 4 years	Average number of days at 10 years
Overall Percentages	82.86%	10.16	10.81	12.12
Over 25,000 Residents	100.00%	11.83	11.40	11.58
10,000 to 24,999 Residents	93.75%	12.54	12.43	12.86
5,000 to 9,999 Residents	88.89%	7.92	9.50	11.83
1,000 to 4,999 Residents	97.06%	8.72	10.72	14.05
0 to 999 Residents	58.33%	9.81	10.00	10.29
Overall Count	87/105	10.16	10.81	12.12
Over 25,000 Residents	10/10	11.83	11.40	11.58
10,000 to 24,999 Residents	15/16	12.54	12.43	12.86
5,000 to 9,999 Residents	8/9	7.92	9.50	11.83
1,000 to 4,999 Residents	33/34	8.72	10.72	14.05
0 to 999 Residents	21/36	9.81	10.00	10.29

MUNICIPAL BENEFITS

Paid Holidays

	Paid Holidays Offered	Average number of holidays per year
Overall Percentages	89.52%	10.72
Over 25,000 Residents	100.00%	10.70
10,000 to 24,999 Residents	100.00%	10.38
5,000 to 9,999 Residents	100.00%	10.67
1,000 to 4,999 Residents	100.00%	10.72
0 to 999 Residents	69.44%	11.16
Overall Count	94/105	10.72
Over 25,000 Residents	10/10	10.70
10,000 to 24,999 Residents	16/16	10.38
5,000 to 9,999 Residents	9/9	10.67
1,000 to 4,999 Residents	34/34	10.72
0 to 999 Residents	25/36	11.16

Retirement

	Retirement Offered	Supplemental Retirement Offered
Overall Percentages	88.57%	60.00%
Over 25,000 Residents	100.00%	100.00%
10,000 to 24,999 Residents	100.00%	100.00%
5,000 to 9,999 Residents	100.00%	88.89%
1,000 to 4,999 Residents	100.00%	55.88%
0 to 999 Residents	66.67%	27.78%
Overall Count	93/105	63/105
Over 25,000 Residents	10/10	10/10
10,000 to 24,999 Residents	16/16	16/16
5,000 to 9,999 Residents	9/9	8/9
1,000 to 4,999 Residents	34/34	19/34
0 to 999 Residents	24/36	10/36

Longevity Pay

	Longevity Pay Offered
Overall Percentages	16.19%
Over 25,000 Residents	20.00%
10,000 to 24,999 Residents	43.75%
5,000 to 9,999 Residents	55.56%
1,000 to 4,999 Residents	5.88%
0 to 999 Residents	2.78%
Overall Count	17/105
Over 25,000 Residents	2/10
10,000 to 24,999 Residents	7/16
5,000 to 9,999 Residents	5/9
1,000 to 4,999 Residents	2/34
0 to 999 Residents	1/36

MUNICIPAL BENEFITS

Life Insurance

	Life Insurance Offered	Premiums 100% Employer Paid	Premiums 100% Employee Paid	Premiums Jointly Paid	Amount Offered Less Than \$10,000	Amount Offered \$10,000 - \$25,000	Amount Offered More Than \$25,000
Overall Percentages	72.38%	78.95%	11.84%	9.21%	9.21%	57.89%	32.89%
Over 25,000 Residents	100.00%	90.00%	0.00%	10.00%	10.00%	20.00%	70.00%
10,000 to 24,999 Residents	100.00%	75.00%	12.50%	12.50%	0.00%	43.75%	56.25%
5,000 to 9,999 Residents	100.00%	88.89%	11.11%	0.00%	0.00%	88.89%	11.11%
1,000 to 4,999 Residents	94.12%	75.00%	15.63%	9.38%	9.09%	66.67%	24.24%
0 to 999 Residents	25.00%	77.78%	11.11%	11.11%	37.50%	62.50%	0.00%
Overall Count	76/105	60/76	9/76	7/76	7/76	44/76	25/76
Over 25,000 Residents	10/10	9/10	0/10	1/10	1/10	2/10	7/10
10,000 to 24,999 Residents	16/16	12/16	2/16	2/16	0/16	7/16	9/16
5,000 to 9,999 Residents	9/9	8/9	1/9	0/9	0/9	8/9	1/9
1,000 to 4,999 Residents	32/34	24/32	5/32	3/32	3/33	22/33	8/33
0 to 999 Residents	9/36	7/9	1/9	1/9	3/8	5/8	0/8

Miscellaneous Benefits

	Childcare Offered	Child Tuition or Education Assistance	Flex Spending Accounts	Shift Differentials	Stipends Offered	Education Reimbursement	Additional Educational Pay	Performance Based Pay
Overall Percentages	1.90%	0.95%	13.33%	4.76%	4.76%	10.48%	7.62%	8.57%
Over 25,000 Residents	10.00%	0.00%	50.00%	0.00%	30.00%	70.00%	20.00%	20.00%
10,000 to 24,999 Residents	6.25%	6.25%	50.00%	25.00%	12.50%	18.75%	25.00%	12.50%
5,000 to 9,999 Residents	0.00%	0.00%	11.11%	11.11%	0.00%	0.00%	0.00%	22.22%
1,000 to 4,999 Residents	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.94%	5.88%
0 to 999 Residents	0.00%	0.00%	0.00%	0.00%	0.00%	2.78%	2.78%	2.78%
Overall Count	2/105	1/105	14/105	5/105	5/105	11/105	8/105	9/105
Over 25,000 Residents	1/10	0/10	5/10	0/10	3/10	7/10	2/10	2/10
10,000 to 24,999 Residents	1/16	1/16	8/16	4/16	2/16	3/16	4/16	2/16
5,000 to 9,999 Residents	0/9	0/9	1/9	1/9	0/9	0/9	0/9	2/9
1,000 to 4,999 Residents	0/34	0/34	0/34	0/34	0/34	0/34	1/34	2/34
0 to 999 Residents	0/36	0/36	0/36	0/36	0/36	1/36	1/36	1/36



COUNTY FIRST RESPONDER SALARY SURVEY



POLICE COUNTY SALARY STATISTICS

	Mean	Minimum	Maximum	10%	25%	50%	75%	90%	
SHERIFF	Over 25,000 Residents	\$95,598.39	\$80,000.00	\$108,999.96	\$84,000.00	\$90,000.00	\$90,000.00	\$108,992.00	\$108,996.78
	0 to 24,999 Residents	\$79,285.71	\$75,000.00	\$85,000.00	\$75,000.00	\$75,000.00	\$80,000.00	\$82,500.00	\$85,000.00

DEPUTY SHERIFF	Over 25,000 Residents	\$78,759.64	\$50,145.00	\$106,241.62	\$54,001.50	\$59,786.25	\$79,325.96	\$98,299.35	\$103,064.71
	0 to 24,999 Residents	\$53,079.40	\$33,528.00	\$72,800.00	\$39,796.80	\$49,200.00	\$50,000.00	\$59,869.00	\$67,627.60

MAJOR	Over 25,000 Residents	\$79,053.12	\$58,000.00	\$95,893.83	\$63,053.10	\$70,632.76	\$83,265.52	\$89,579.68	\$93,368.17
	0 to 24,999 Residents	\$55,019.50	\$53,879.00	\$56,160.00	\$54,107.10	\$54,449.25	\$55,019.50	\$55,589.75	\$55,931.90

CAPTAIN	Over 25,000 Residents	\$64,870.70	\$51,500.00	\$75,348.00	\$54,752.82	\$59,632.06	\$67,764.11	\$71,556.06	\$73,831.22
	0 to 24,999 Residents	\$53,728.00	\$53,728.00	\$53,728.00	\$53,728.00	\$53,728.00	\$53,728.00	\$53,728.00	\$53,728.00

LEUTENANT	Over 25,000 Residents	\$65,081.67	\$60,275.34	\$69,888.00	\$61,236.61	\$62,678.51	\$65,081.67	\$67,484.84	\$68,926.73
	0 to 24,999 Residents	\$53,728.00	\$53,728.00	\$53,728.00	\$53,728.00	\$53,728.00	\$53,728.00	\$53,728.00	\$53,728.00

SERGEANT	Over 25,000 Residents	\$58,872.10	\$52,333.39	\$65,410.80	\$53,641.13	\$55,602.74	\$58,872.10	\$62,141.45	\$64,103.06
	0 to 24,999 Residents	Zero Responses							

CORPORAL	Over 25,000 Residents	\$61,872.72	\$61,872.72	\$61,872.72	\$61,872.72	\$61,872.72	\$61,872.72	\$61,872.72	\$61,872.72
	0 to 24,999 Residents	Zero Responses							

INVESTIGATOR	Over 25,000 Residents	\$50,658.54	\$42,588.00	\$64,056.72	\$43,125.30	\$43,931.25	\$47,994.71	\$54,722.00	\$60,322.83
	0 to 24,999 Residents	\$43,242.67	\$37,000.00	\$53,728.00	\$37,400.00	\$38,000.00	\$39,000.00	\$46,364.00	\$50,782.40

OFFICER	Over 25,000 Residents	\$41,398.18	\$39,159.00	\$42,993.60	\$39,568.65	\$40,183.13	\$41,720.05	\$42,935.10	\$42,970.20
	0 to 24,999 Residents	\$49,470.10	\$35,000.00	\$82,408.00	\$37,943.40	\$42,358.50	\$43,200.00	\$44,384.00	\$67,198.40

FIRE COUNTY SALARY STATISTICS

	Mean	Minimum	Maximum	10%	25%	50%	75%	90%
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CHIEF

Over 25,000 Residents	\$98,121.92	\$98,121.92	\$98,121.92	\$98,121.92	\$98,121.92	\$98,121.92	\$98,121.92	\$98,121.92
0 to 24,999 Residents	\$49,850.00	\$38,700.00	\$61,000.00	\$40,930.00	\$44,275.00	\$49,850.00	\$55,425.00	\$58,770.00

ASSISTANT CHIEF

Over 25,000 Residents	\$73,377.20	\$73,377.20	\$73,377.20	\$73,377.20	\$73,377.20	\$73,377.20	\$73,377.20	\$73,377.20
0 to 24,999 Residents	Zero Responses							

BATTALION CHIEF

Over 25,000 Residents	\$61,958.21	\$61,958.21	\$61,958.21	\$61,958.21	\$61,958.21	\$61,958.21	\$61,958.21	\$61,958.21
0 to 24,999 Residents	Zero Responses							

MARSHALL

Over 25,000 Residents	\$71,084.83	\$71,084.83	\$71,084.83	\$71,084.83	\$71,084.83	\$71,084.83	\$71,084.83	\$71,084.83
0 to 24,999 Residents	Zero Responses							

LEUTENANT

Over 25,000 Residents	\$37,856.00	\$37,856.00	\$37,856.00	\$37,856.00	\$37,856.00	\$37,856.00	\$37,856.00	\$37,856.00
0 to 24,999 Residents	\$37,960.00	\$37,960.00	\$37,960.00	\$37,960.00	\$37,960.00	\$37,960.00	\$37,960.00	\$37,960.00

FIREFIGHTER

Over 25,000 Residents	\$29,619.00	\$29,619.00	\$29,619.00	\$29,619.00	\$29,619.00	\$29,619.00	\$29,619.00	\$29,619.00
0 to 24,999 Residents	\$21,216.00	\$21,216.00	\$21,216.00	\$21,216.00	\$21,216.00	\$21,216.00	\$21,216.00	\$21,216.00

COUNTY BENEFITS

Medical Insurance Percentages

	Medical Insurance Offered	Medical Insurance for Dependents	Premiums 100% Employer Paid	Premiums 100% Employee Paid	Premiums Jointly Paid
Overall Percentages	100.00%	100.00%	64.71%	0.00%	35.29%
Over 25,000 Residents	100.00%	100.00%	50.00%	0.00%	50.00%
0 to 24,999 Residents	100.00%	100.00%	85.71%	0.00%	14.29%
Overall Count	17/17	17/17	11/17	0/17	6/17
Over 25,000 Residents	10/10	10/10	5/10	0/10	5/10
0 to 24,999 Residents	7/7	7/7	6/7	0/7	1/7

Dental Insurance Percentages

	Dental Insurance Offered	Dental Insurance for Dependents	Premiums 100% Employer Paid	Premiums 100% Employee Paid	Premiums Jointly Paid
Overall Percentages	100.00%	100.00%	41.18%	35.29%	23.53%
Over 25,000 Residents	100.00%	100.00%	40.00%	40.00%	20.00%
0 to 24,999 Residents	100.00%	100.00%	42.86%	28.57%	28.57%
Overall Count	17/17	17/17	7/17	6/17	4/17
Over 25,000 Residents	10/10	10/10	4/10	4/10	2/10
0 to 24,999 Residents	7/7	7/7	3/7	2/7	2/7

Vision Insurance Percentages

	Vision Insurance Offered	Vision Insurance for Dependents	Premiums 100% Employer Paid	Premiums 100% Employee Paid	Premiums Jointly Paid
Overall Percentages	100.00%	100.00%	23.53%	64.71%	11.76%
Over 25,000 Residents	100.00%	100.00%	20.00%	70.00%	10.00%
0 to 24,999 Residents	100.00%	100.00%	28.57%	57.14%	14.29%
Overall Count	17/17	17/17	4/17	11/17	2/17
Over 25,000 Residents	10/10	10/10	2/10	7/10	1/10
0 to 24,999 Residents	7/7	7/7	2/7	4/7	1/7

COUNTY BENEFITS

Short Term Disability Insurance

	Short Term Disability Offered	Premiums 100% Employer Paid	Premiums 100% Employee Paid	Premiums Jointly Paid
Overall Percentages	70.59%	8.33%	83.33%	8.33%
Over 25,000 Residents	70.00%	14.29%	85.71%	0.00%
0 to 24,999 Residents	71.43%	0.00%	80.00%	20.00%
Overall Count	12/17	1/12	10/12	1/12
Over 25,000 Residents	7/10	1/7	6/7	0/7
0 to 24,999 Residents	5/7	0/5	4/5	1/5

Long Term Disability Insurance

	Long Term Disability Offered	Premiums 100% Employer Paid	Premiums 100% Employee Paid	Premiums Jointly Paid
Overall Percentages	52.94%	0.00%	100.00%	0.00%
Over 25,000 Residents	40.00%	0.00%	100.00%	0.00%
0 to 24,999 Residents	71.43%	0.00%	100.00%	0.00%
Overall Count	9/17	0/9	9/9	0/9
Over 25,000 Residents	4/10	0/4	4/4	0/4
0 to 24,999 Residents	5/7	0/5	5/5	0/5

COUNTY BENEFITS

Paid Personal Leave

	Paid Personal Leave Offered	Average number of days at 1 year	Average number of days at 4 years	Average number of days at 10 years
Overall Percentages	100.00%	10.81	12.63	15.31
Over 25,000 Residents	100.00%	12.22	14.56	17.56
0 to 24,999 Residents	100.00%	9.00	10.14	12.43
Overall Count	17/17	10.81	12.63	15.31
Over 25,000 Residents	10/10	12.22	14.56	17.56
0 to 24,999 Residents	7/7	9.00	10.14	12.43

Paid Sick Leave

	Paid Sick Leave Offered	Average number of days at 1 year	Average number of days at 4 years	Average number of days at 10 years
Overall Percentages	100.00%	11.09	11.13	11.47
Over 25,000 Residents	100.00%	9.45	9.20	9.35
0 to 24,999 Residents	100.00%	13.83	14.33	15.00
Overall Count	17/17	11.09	11.13	11.47
Over 25,000 Residents	10/10	9.45	9.20	9.35
0 to 24,999 Residents	7/7	13.83	14.33	15.00

Paid Holidays

	Paid Holidays Offered	Average number of holidays per year
Overall Percentages	100.00%	10.94
Over 25,000 Residents	100.00%	11.00
0 to 24,999 Residents	100.00%	10.86
Overall Count	17/17	10.94
Over 25,000 Residents	10/10	11.00
0 to 24,999 Residents	7/7	10.86

COUNTY BENEFITS

Retirement

	Retirement Offered		Supplemental Retirement Offered	
Overall Percentages	100.00%		88.24%	
Over 25,000 Residents	100.00%		100.00%	
0 to 24,999 Residents	100.00%		71.43%	
Overall Count	17/17		15/17	
Over 25,000 Residents	10/10		10/10	
0 to 24,999 Residents	7/7		5/7	

Longevity Pay

	Longevity Pay Offered	
Overall Percentages	5.88%	
Over 25,000 Residents	10.00%	
0 to 24,999 Residents	0.00%	
Overall Count	1/17	
Over 25,000 Residents	1/10	
0 to 24,999 Residents	0/7	

COUNTY BENEFITS

Life Insurance

	Life Insurance Offered	Premiums 100% Employer Paid	Premiums 100% Employee Paid	Premiums Jointly Paid	Amount Offered Less Than \$10,000	Amount Offered \$10,000 - \$25,000	Amount Offered More Than \$25,000
Overall Percentages	100.00%	82.35%	17.65%	0.00%	5.88%	52.94%	41.18%
Over 25,000 Residents	100.00%	90.00%	10.00%	0.00%	10.00%	50.00%	40.00%
0 to 24,999 Residents	100.00%	71.43%	28.57%	0.00%	0.00%	57.14%	42.86%
Overall Count	17/17	14/17	3/17	0/17	1/17	9/17	7/17
Over 25,000 Residents	10/10	9/10	1/10	0/10	1/10	5/10	4/10
0 to 24,999 Residents	7/7	5/7	2/7	0/7	0/7	4/7	3/7

Miscellaneous Benefits

	Childcare Offered	Child Tuition or Education Assistance	Flex Spending Accounts	Shift Differentials	Stipends Offered	Education Reimbursement	Additional Educational Pay	Performance Based Pay
Overall Percentages	0.00%	5.88%	23.53%	5.88%	11.76%	11.76%	5.88%	11.76%
Over 25,000 Residents	0.00%	10.00%	30.00%	10.00%	20.00%	20.00%	10.00%	20.00%
0 to 24,999 Residents	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%
Overall Count	0/17	1/17	4/17	1/17	2/17	2/17	1/17	2/17
Over 25,000 Residents	0/10	1/10	3/10	1/10	2/10	2/10	1/10	2/10
0 to 24,999 Residents	0/7	0/7	1/7	0/7	0/7	0/7	0/7	0/7

John C. Stennis Institute of Government and Community Development

Call us today!
662-325-3328



MUNICIPALITY SURVEY INSTRUMENT

February 1, 2022

2022 Mississippi First Responder Salary and Benefits Survey

Dear Municipal Official,

The Stennis Institute at Mississippi State University, with the support of the Capstone students in the Masters of Public Policy & Administration (MPPA) program, is conducting the 2022 Mississippi First Responder Salary and Benefits Survey for the Mississippi Municipal League (MML). The completed survey results will be available in time for the MML Annual Conference this summer as well online. All information provided will remain strictly confidential and presented in aggregate form to ensure that no individual response will be identifiable in the published results.

Please complete the attached survey, which includes a listing of common first responder positions in the Police and Fire Departments. We understand that municipalities are different and may not have every position listed on the survey. Bearing this in mind, please provide as much information as possible. If you do not have the exact job title but have a job with similar responsibilities, please report the needed information for the similar job.

Please mail, fax, or e-mail the completed survey to us by **Friday, April 1, 2022**.



Mailing Address:
 ATTN: 2022 Mississippi First Responder Salary and Benefits Survey
 Stennis Institute,
 P.O. Drawer I.V,
 Mississippi State, MS, 39762

Fax: 662-325-3772
E-mail: mpeterson@sig.msstate.edu

If you prefer, this survey is also available to be filled out online at the link below:
<https://www.sig.msstate.edu/cityfr22/>

If you have any questions regarding the enclosed survey, please do not hesitate to call me. On behalf of the Stennis Institute, and the Capstone MPPA Students, we thank you for your time and effort.

Sincerely,
 Matthew L. Peterson, PhD
 Research Associate II
 John C. Stennis Institute of Government
 Resource Specialist
 Political Science and Public Administration
 Office: 662-325-7010

2022 Mississippi First Responder Salary and Benefits Survey

Name of Municipality: _____

Address: _____

Phone Number: _____ Fax Number: _____

Person Completing This Form: _____
 (Name/Job Title)

Total Population: _____

Police Department 2022 Annual Salaries

Police Chief: \$ _____

Police Deputy Chief or Assistant Chief: \$ _____

Police Major: \$ _____

Police Captain: \$ _____

Police Lieutenant: \$ _____

Police Sergeant: \$ _____

Police Corporal: \$ _____

Police Investigator: \$ _____

Police Officer: \$ _____

Fire Department 2022 Annual Salaries

Fire Chief: \$ _____

Fire Deputy Chief or Assistant Chief: \$ _____

Fire Battalion Chief: \$ _____

Fire Marshall: \$ _____

Fire Lieutenant: \$ _____

Fire Sergeant: \$ _____

Firefighter: \$ _____

Benefits
Medical, Dental, and Vision Insurance

Medical Insurance	
Does your municipality offer medical insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer medical insurance for spouses and dependents?	Yes <input type="checkbox"/> No <input type="checkbox"/>
For most employees, are medical insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

Dental Insurance	
Does your municipality offer dental insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer dental insurance for spouses and dependents?	Yes <input type="checkbox"/> No <input type="checkbox"/>
For most employees, are dental insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

Vision Insurance	
Does your municipality offer vision insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer vision insurance for employees' spouses and dependents?	Yes <input type="checkbox"/> No <input type="checkbox"/>
For most employees, are vision insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

MUNICIPALITY SURVEY INSTRUMENT

Disability Insurance

Short Term Disability Insurance	
Does your municipality offer short-term disability insurance? (Excluding Worker's Compensation)	Yes <input type="checkbox"/> No <input type="checkbox"/>
For most employees, are short-term disability insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>
Long Term Disability Insurance	
Does your municipality offer long-term disability insurance? (Excluding Worker's Compensation)	Yes <input type="checkbox"/> No <input type="checkbox"/>
For most employees, are long-term disability insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

Leave


Paid Personal Leave	
Does your municipality offer paid personal leave?	Yes <input type="checkbox"/> No <input type="checkbox"/>
At 1 year of employment?	Number of Days: _____
At 4 years of employment?	Number of Days: _____
At 10 years of employment?	Number of Days: _____
Paid Sick Leave	
Does your municipality offer paid sick leave?	Yes <input type="checkbox"/> No <input type="checkbox"/>
At 1 year of employment?	Number of Days: _____
At 4 years of employment?	Number of Days: _____
At 10 years of employment?	Number of Days: _____
Paid Holidays	
Does your municipality offer paid holidays?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, how many paid holidays are offered per year?	Number of Days: _____

Life Insurance, Retirement, and Longevity Pay

Life Insurance	
Does your municipality offer life insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>
For most employees, are life insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>
What amount of life insurance do you offer?	Less than \$10,000 <input type="checkbox"/> \$10,000 to \$25,000 <input type="checkbox"/> More than \$25,000 <input type="checkbox"/>
Retirement	
Does your municipality offer a retirement plan to employees?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer a supplemental retirement plan? (ex: deferred compensation)	Yes <input type="checkbox"/> No <input type="checkbox"/>
Longevity Pay	
Does your municipality offer any type of longevity pay?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, how much is offered?	\$ _____
At 5 years of service?	\$ _____
At 10 years of service?	\$ _____
At 15 years of service?	\$ _____
At 20 years of service?	\$ _____
At 25 years of service?	\$ _____

Miscellaneous

Miscellaneous Benefits	
Does your municipality offer childcare benefits?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer child tuition or child educational assistance or reimbursement?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer flexible spending accounts?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, does your municipality offer shift differentials?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer any other types of stipends?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, what types?	_____
Does your municipality offer an employee education reimbursement program?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer additional pay for educational attainment? (ex: Associates, Bachelors, or Masters, etc.)	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer any type of performance-based pay incentives?	Yes <input type="checkbox"/> No <input type="checkbox"/>



John C. Stennis Institute of Government and Community Development

Mississippi State University

382 Hardy Road,
Mississippi State, MS, 39762

(662) 325-3328 (Phone)
(662) 325-3772 (Fax)

For further information regarding this salary and benefits survey, contact:

Matthew L. Peterson, PhD
Research Associate
(662) 325-7010
mpeterson@sig.msstate.edu

COUNTY SURVEY INSTRUMENT

February 1, 2022

2022 Mississippi First Responder Salary and Benefits Survey

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Please mail, fax, or e-mail the completed survey to us by **Friday, April 1, 2022**.

Mailing Address:
ATTN: 2022 Mississippi First Responder Salary and Benefits Survey
Stennis Institute,
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Mississippi State, MS, 39762



Fax: 662-325-3772

E-mail: mpeterson@sig.msstate.edu

If you prefer, this survey is also available to be filled out on online at the link below:
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If you have any questions regarding the enclosed survey, please do not hesitate to call me. On behalf of the Stennis Institute, and the Capstone MPPA Students, we thank you for your time and effort.

Sincerely,
Matthew L. Peterson, PhD
Research Associate II
John C. Stennis Institute of Government
Resource Specialist
Political Science and Public Administration
Office: 662-325-7010

2022 Mississippi First Responder Salary and Benefits Survey

Name of County: _____

Address: _____

Phone Number: _____ Fax Number: _____

Person Completing This Form: _____
(Name/Job Title)

Total Population: _____

Police Department 2022 Annual Salaries

Police Chief: \$ _____

Police Deputy Chief or Assistant Chief: \$ _____

Police Major: \$ _____

Police Captain: \$ _____

Police Lieutenant: \$ _____

Police Sergeant: \$ _____

Police Corporal: \$ _____

Police Investigator: \$ _____

Police Officer: \$ _____

Fire Department 2022 Annual Salaries

Fire Chief: \$ _____

Fire Deputy Chief or Assistant Chief: \$ _____

Fire Battalion Chief: \$ _____

Fire Marshall: \$ _____

Fire Lieutenant: \$ _____

Fire Sergeant: \$ _____

Firefighter: \$ _____

Benefits

Medical, Dental, and Vision Insurance

Medical Insurance	
Does your county offer medical insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your county offer medical insurance for spouses and dependents?	Yes <input type="checkbox"/> No <input type="checkbox"/>
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Dental Insurance	
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Does your county offer vision insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>
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For most employees, are vision insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

COUNTY SURVEY INSTRUMENT

Disability Insurance

Short Term Disability Insurance	
Does your county offer short-term disability insurance? (Excluding Worker's Compensation)	Yes <input type="checkbox"/> No <input type="checkbox"/>
For most employees, are short-term disability insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>
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Leave


Paid Personal Leave	
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At 4 years of employment?	Number of Days: _____
At 10 years of employment?	Number of Days: _____
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At 1 year of employment?	Number of Days: _____
At 4 years of employment?	Number of Days: _____
At 10 years of employment?	Number of Days: _____
Paid Holidays	
Does your county offer paid holidays?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, how many paid holidays are offered per year?	Number of Days: _____

Life Insurance, Retirement, and Longevity Pay

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What amount of life insurance do you offer?	Less than \$10,000 <input type="checkbox"/> \$10,000 to \$25,000 <input type="checkbox"/> More than \$25,000 <input type="checkbox"/>
Retirement	
Does your county offer a retirement plan to employees?	Yes <input type="checkbox"/> No <input type="checkbox"/>
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Longevity Pay	
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If yes, how much is offered?	\$ _____
At 5 years of service?	\$ _____
At 10 years of service?	\$ _____
At 15 years of service?	\$ _____
At 20 years of service?	\$ _____
At 25 years of service?	\$ _____

Miscellaneous

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NOTES

NOTES



2022 MISSISSIPPI FIRST RESPONDER SALARY & BENEFITS SURVEY

**Made possible through a partnership between The
John C. Stennis Institute of Government and Community
Development, The Mississippi Association of Supervisors, and The
Mississippi Municipal League.**

**Research & Data Collection: Dr. Matthew Peterson
Graphic Design: Breana Norton
Stennis Institute Executive Director: Dr. J. "Dallas" Breen**