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Fire Department Salaries and Benefits Study 2024

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 (± 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 place 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
Amory	6,666	**Magnolia**	1,883
Beaumont	669	**Meadville**	448
Biloxi	49,449	**Monticello**	1,441
Booneville	9,126	**Myrtle**	484
Brookhaven	11,674	**Nettleton**	1,935
Bruce	1,707	**New Albany**	7,626
Byram	12,666	**Ocean Springs**	18,429
Carthage	4,901	**Oxford**	25,416
Columbus	24,084	**Pearl**	27,115
D'Iberville	12,721	**Petal**	11,010
Durant	2,231	**Shaw**	1,625
Gautier	19,024	**Southaven**	54,648
Gluckstadt	3,000	**Sumner**	278
Gulfport	72,926	**Thaxton**	692
Houston	3,797	**Tupelo**	37,926
Kosciusko	7,114	**Vicksburg**	21,573
Laurel	17,161	**West**	153
Learned	56	**West Point**	10,105
Leland	3,988	**Wiggins**	4,272
Macon	2,582	**Winona**	4,505
Magee	3,988	**Woodland**	96

Municipal Survey Respondents

Population Groups

Over 30,000 Residents	
Municipality	**Population**
Gulfport	72,926
Southaven	54,648
Biloxi	49,449
Tupelo	37,926

10,000 to 29,999 Residents	
Municipality	**Population**
Pearl	27,115
Oxford	25,416
Columbus	24,084
Vicksburg	21,573
Gautier	19,024
Ocean Springs	18,429
Laurel	17,161
D'Iberville	12,721
Byram	12,666
Brookhaven	11,674
Petal	11,010
West Point	10,105

5,000 to 9,999 Residents	
Municipality	**Population**
Booneville	9,126
New Albany	7,626
Kosciusko	7,114
Amory	6,666

1,000 to 4,999 Residents	
Municipality	**Population**
Carthage	4,901
Winona	4,505
Wiggins	4,272
Leland	3,988
Magee	3,988
Houston	3,797
Gluckstadt	3,000
Macon	2,582
Durant	2,231
Nettleton	1,935
Magnolia	1,883
Bruce	1,707
Shaw	1,625
Monticello	1,441

0 to 999 Residents	
Municipality	**Population**
Thaxton	692
Beaumont	669
Myrtle	484
Meadville	448
Sumner	278
West	153
Woodland	96
Learned	56

County Survey Respondents

Alphabetically

County	Population
Attala	19,564
Harrison	187,105
Jackson	139,668
Oktibbeha	47,671
Simpson	27,503
Stone	17,786
Tishomingo	19,593
Tunica	10,778

County Survey Respondents

Population Groups

Over 100,000 Residents	
County	Population
Harrison	187,105
Jackson	139,668

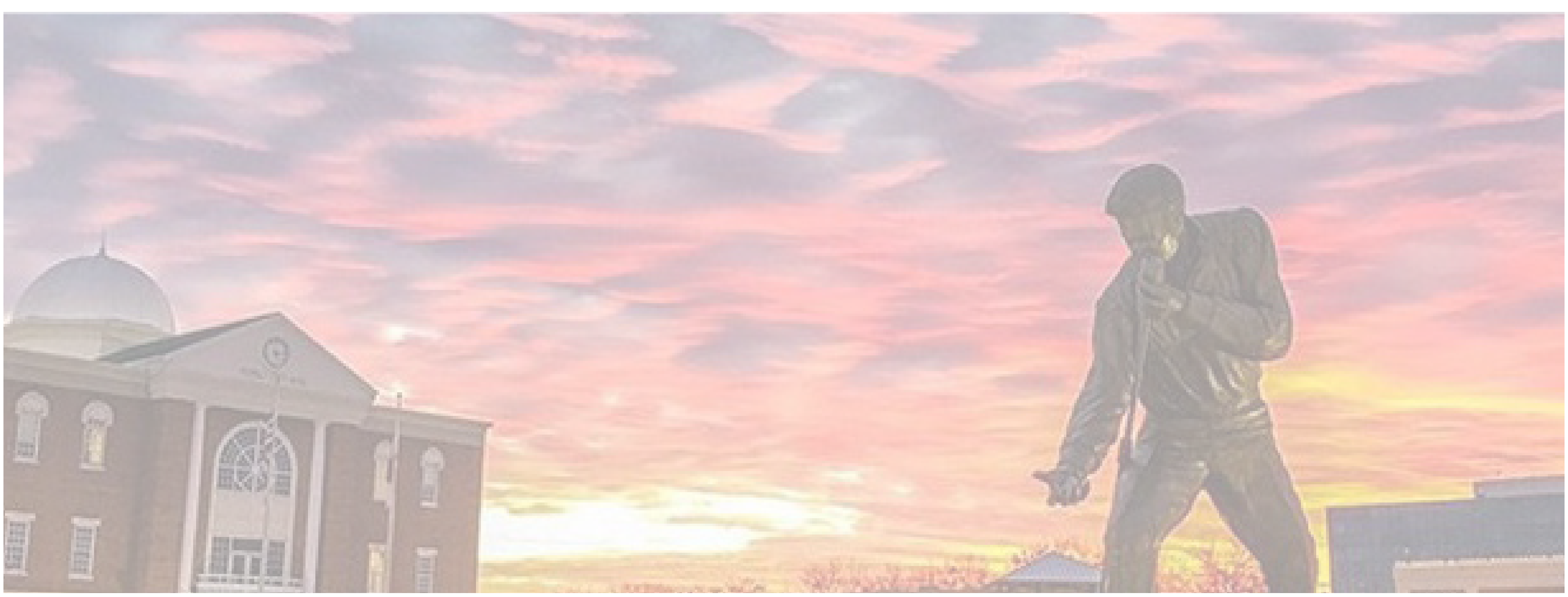
40,000 to 99,999 Residents	
County	Population
Oktibbeha	47,671

20,000 to 39,999 Residents	
County	Population
Simpson	27,503

10,000 to 19,999 Residents	
County	Population
Tishomingo	19,593
Attala	19,564
Stone	17,786
Tunica	10,778

0 to 9,999 Residents	
County	Population
Zero Responses	

Municipality Fire Department Salary Survey



Fire Municipal Salary Statistics

		Mean	Minimum	Maximum	Percentiles				
					10%	25%	50%	75%	90%
Chief	Over 30,000 Residents	$101,125.00	$92,000.00	$115,000.00	$92,750.00	$93,875.00	$98,750.00	$106,000.00	$111,400.00
	10,000 to 29,999 Residents	$78,093.28	$65,000.00	$101,446.48	$65,100.00	$68,178.90	$72,042.00	$86,988.80	$96,685.05
	5,000 to 9,999 Residents	$61,516.35	$53,060.80	$65,520.00	$56,237.56	$61,002.70	$63,742.31	$64,255.96	$65,014.38
	1,000 to 4,999 Residents	$38,640.36	$0.00	$80,000.00	$1,880.00	$31,000.00	$40,320.00	$55,000.00	$63,807.90
	0 to 999 Residents	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Assistant Chief	Over 30,000 Residents	$89,675.00	$80,600.00	$105,000.00	$82,220.00	$84,650.00	$86,550.00	$91,575.00	$99,630.00
	10,000 to 29,999 Residents	$71,284.51	$58,000.00	$90,981.03	$59,944.32	$62,742.90	$65,000.00	$81,081.46	$89,255.66
	5,000 to 9,999 Residents	$54,659.24	$53,311.20	$56,007.28	$53,580.81	$53,985.22	$54,659.24	$55,333.26	$55,737.67
	1,000 to 4,999 Residents	$31,257.16	$0.00	$63,500.00	$0.00	$11,550.00	$34,220.00	$46,455.90	$58,017.20
	0 to 999 Residents	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Battalion Chief	Over 30,000 Residents	$72,825.25	$69,651.00	$79,000.00	$69,965.70	$70,437.75	$71,325.00	$73,712.50	$76,885.00
	10,000 to 29,999 Residents	$57,018.03	$44,059.00	$78,940.06	$45,080.00	$51,350.00	$55,863.00	$60,642.18	$66,641.58
	5,000 to 9,999 Residents	$52,451.92	$50,686.56	$54,217.28	$51,039.63	$51,569.24	$52,451.92	$53,334.60	$53,864.21
	1,000 to 4,999 Residents	$27,809.52	$0.00	$57,500.00	$0.00	$0.00	$38,547.60	$43,000.00	$51,700.00
	0 to 999 Residents	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Marshall	Over 30,000 Residents	$72,390.33	$62,500.00	$78,000.00	$65,334.20	$69,585.50	$76,671.00	$77,335.50	$77,734.20
	10,000 to 29,999 Residents	$51,291.02	$40,000.00	$60,000.00	$44,200.00	$49,423.04	$52,255.06	$53,968.00	$57,000.00
	5,000 to 9,999 Residents	$46,893.60	$45,947.20	$47,840.00	$46,136.48	$46,420.40	$46,893.60	$47,366.80	$47,650.72
	1,000 to 4,999 Residents	$33,783.20	$0.00	$67,500.00	$0.00	$0.00	$49,000.00	$52,416.00	$61,466.40
	0 to 999 Residents	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00

Fire Municipal Salary Statistics (cont.)

		Mean	Minimum	Maximum	Percentiles				
					10%	25%	50%	75%	90%
Lieutenant	Over 30,000 Residents	$60,246.50	$53,780.00	$71,000.00	$54,973.70	$56,764.25	$58,103.00	$61,585.25	$67,234.10
	10,000 to 29,999 Residents	$47,446.56	$31,865.60	$62,253.11	$36,036.56	$40,611.86	$47,045.50	$54,749.13	$59,186.03
	5,000 to 9,999 Residents	$48,508.83	$45,502.00	$52,260.66	$45,897.02	$46,489.54	$48,136.32	$50,155.61	$51,418.64
	1,000 to 4,999 Residents	$27,404.06	$0.00	$52,000.00	$0.00	$0.00	$33,852.32	$51,168.00	$51,667.20
	0 to 999 Residents	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Sergeant	Over 30,000 Residents	$51,326.33	$47,750.00	$54,745.00	$48,496.80	$49,617.00	$51,484.00	$53,114.50	$54,092.80
	10,000 to 29,999 Residents	$45,998.27	$39,000.00	$56,839.87	$40,080.00	$41,700.00	$45,000.00	$47,451.48	$53,084.51
	5,000 to 9,999 Residents	$42,571.36	$41,230.03	$44,015.04	$41,477.82	$41,849.52	$42,469.00	$43,242.02	$43,705.83
	1,000 to 4,999 Residents	$19,695.00	$0.00	$49,296.00	$0.00	$0.00	$14,742.00	$34,437.00	$43,352.40
	0 to 999 Residents	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Firefighter	Over 30,000 Residents	$48,325.50	$41,000.00	$54,212.00	$42,744.50	$45,361.25	$49,045.00	$52,009.25	$53,330.90
	10,000 to 29,999 Residents	$37,955.40	$27,414.40	$55,654.42	$29,408.00	$34,067.60	$36,316.82	$39,919.74	$48,612.04
	5,000 to 9,999 Residents	$38,201.27	$34,701.40	$40,531.68	$35,484.58	$36,659.35	$38,786.00	$40,327.92	$40,450.18
	1,000 to 4,999 Residents	$27,065.78	$0.00	$43,100.00	$0.00	$27,300.00	$31,200.00	$35,000.00	$42,565.60
	0 to 999 Residents	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00

Municipal Benefits

Medical Insurance Percentages

	Medical Insurance Offered	Medical Insurance for Dependents	Premiums		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	96.97%	87.88%	65.63%	3.13%	31.25%
Over 30,000	100.00%	100.00%	50.00%	0.00%	50.00%
10,000 to 29,999	100.00%	100.00%	50.00%	0.00%	50.00%
5,000 to 9,999	100.00%	100.00%	66.67%	33.33%	0.00%
1,000 to 4,999	100.00%	75.00%	91.67%	0.00%	8.33%
0 to 999	50.00%	50.00%	0.00%	0.00%	100.00%
Overall	32/33	29/33	21/32	1/32	10/32
Over 30,000	4/4	4/4	2/4	0/4	2/4
10,000 to 29,999	12/12	12/12	6/12	0/12	6/12
5,000 to 9,999	3/3	3/3	2/3	1/3	0/3
1,000 to 4,999	12/12	9/12	11/12	0/12	1/12
0 to 999	1/2	1/2	0/1	0/1	1/1

Dental Insurance Percentages

	Dental Insurance Offered	Dental Insurance for Dependents	Premiums		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	93.94%	87.50%	29.03%	54.84%	16.13%
Over 30,000	100.00%	100.00%	25.00%	50.00%	25.00%
10,000 to 29,999	100.00%	100.00%	25.00%	58.33%	16.67%
5,000 to 9,999	100.00%	100.00%	0.00%	100.00%	0.00%
1,000 to 4,999	91.67%	75.00%	45.45%	45.45%	9.09%
0 to 999	50.00%	0.00%	0.00%	0.00%	100.00%
Overall	31/33	29/33	9/31	17/31	5/31
Over 30,000	4/4	4/4	1/4	2/4	1/4
10,000 to 29,999	12/12	12/12	3/12	7/12	2/12
5,000 to 9,999	3/3	3/3	0/3	3/3	0/3
1,000 to 4,999	11/12	9/12	5/11	5/11	1/11
0 to 999	1/2	0/1	0/1	0/1	1/1

Municipal Benefits

Vision Insurance Percentages

	Vision Insurance Offered	Vision Insurance for Dependents	Premiums		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	93.94%	87.88%	16.13%	70.97%	12.90%
Over 30,000	100.00%	100.00%	0.00%	75.00%	25.00%
10,000 to 29,999	100.00%	100.00%	8.33%	75.00%	16.67%
5,000 to 9,999	100.00%	100.00%	0.00%	100.00%	0.00%
1,000 to 4,999	91.67%	75.00%	36.36%	63.64%	0.00%
0 to 999	50.00%	50.00%	0.00%	0.00%	100.00%
Overall	31/33	29/33	5/31	22/31	4/31
Over 30,000	4/4	4/4	0/4	3/4	1/4
10,000 to 29,999	12/12	12/12	1/12	9/12	2/12
5,000 to 9,999	3/3	3/3	0/3	3/3	0/3
1,000 to 4,999	11/12	9/12	4/11	7/11	0/11
0 to 999	1/2	1/2	0/1	0/1	1/1

Municipal Benefits

Short Term Disability Insurance

	Short Term Disability Offered	Premiums		
		100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	73.53%	7.41%	88.89%	3.70%
Over 30,000	100.00%	0.00%	100.00%	0.00%
10,000 to 29,999	75.00%	10.00%	80.00%	10.00%
5,000 to 9,999	100.00%	25.00%	75.00%	0.00%
1,000 to 4,999	66.67%	0.00%	100.00%	0.00%
Overall	29/34	2/27	24/27	1/27
Over 30,000	4/4	0/4	4/4	0/4
10,000 to 29,999	9/12	1/10	8/10	1/10
5,000 to 9,999	4/4	1/4	3/4	0/4
1,000 to 4,999	8/12	0/9	9/9	0/9

Long Term Disability Insurance

	Long Term Disability Offered	Premiums		
		100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	58.82%	0.00%	100.00%	0.00%
Over 30,000	75.00%	0.00%	100.00%	0.00%
10,000 to 29,999	50.00%	0.00%	100.00%	0.00%
5,000 to 9,999	100.00%	0.00%	100.00%	0.00%
1,000 to 4,999	58.33%	0.00%	100.00%	0.00%
Overall	20/34	0/24	24/24	0/24
Over 30,000	3/4	0/3	3/3	0/3
10,000 to 29,999	6/12	0/8	8/8	0/8
5,000 to 9,999	4/4	0/4	4/4	0/4
1,000 to 4,999	7/12	0/9	9/9	0/9

Municipal Benefits

Paid Personal Leave

	Paid Personal Leave Offered	Average number of days at:		
		1 Year	4 Years	10 Years
Overall %	94.12%	7.28	10.83	11.42
Over 30,000	100.00%	12.25	14.25	17.63
10,000 to 29,999	100.00%	10.13	13.19	16.29
5,000 to 9,999	100.00%	4.75	10.25	11.75
1,000 to 4,999	91.67%	9.27	16.45	20.91
0 to 999	50.00%	Zero Responses		

Paid Sick Leave

	Paid Sick Leave Offered	Average number of days at:		
		1 Year	4 Years	10 Years
Overall %	91.18%	8.74	11.38	15.72
Over 30,000	100.00%	8.63	8.25	7.88
10,000 to 29,999	91.67%	9.61	10.84	13.56
5,000 to 9,999	100.00%	14.63	23.63	41.63
1,000 to 4,999	91.67%	10.86	14.18	15.55
0 to 999	50.00%	Zero Responses		

Paid Holidays

	Paid Holidays Offered	Average number of Holidays per year
Overall %	94.12%	8.08
Over 30,000	100.00%	10
10,000 to 29,999	91.67%	10.23
5,000 to 9,999	100.00%	9.25
1,000 to 4,999	100.00%	10.92
0 to 999	50.00%	Zero Responses

Retirement

	Retirement Offered	Supplemental Retirement Offered
Overall %	96.97%	71.88%
Over 30,000	100.00%	100.00%
10,000 to 29,999	100.00%	100.00%
5,000 to 9,999	100.00%	100.00%
1,000 to 4,999	100.00%	41.67%
0 to 999	50.00%	0.00%
Overall	32/33	23/32
Over 30,000	4/4	4/4
10,000 to 29,999	12/12	11/11
5,000 to 9,999	3/3	3/3
1,000 to 4,999	12/12	5/12
0 to 999	1/2	0/2

Municipal Benefits

Life Insurance

	Life Insurance Offered	Premiums			Amount Offered		
		100% Employer Paid	100% Employee Paid	Jointly Paid	Less than $10,000	$10,000 to $25,000	More than $25,000
Overall %	87.88%	68.97%	10.34%	20.69%	3.70%	48.15%	48.15%
Over 30,000	100.00%	75.00%	0.00%	25.00%	0.00%	0.00%	100.00%
10,000 to 29,999	91.67%	81.82%	0.00%	18.18%	0.00%	54.55%	45.45%
5,000 to 9,999	100.00%	100.00%	0.00%	0.00%	33.33%	33.33%	33.33%
1,000 to 4,999	83.33%	50.00%	30.00%	20.00%	0.00%	62.50%	37.50%
0 to 999	50.00%	0.00%	0.00%	100.00%	0.00%	100.00%	0.00%
Overall	29/33	20/29	3/29	6/29	1/27	13/27	13/27
Over 30,000	4/4	3/4	0/4	1/4	0/4	0/4	4/4
10,000 to 29,999	11/12	9/11	0/11	2/11	0/11	6/11	5/11
5,000 to 9,999	3/3	3/3	0/3	0/3	1/3	1/3	1/3
1,000 to 4,999	10/12	5/10	3/10	2/10	0/8	5/8	3/8
0 to 999	1/2	0/1	0/1	1/1	0/1	1/1	0/1

Miscellaneous Benefits

	Supplemental Pay Offered	Social Security Deduction	Childcare Offered	Child Tuition or Education Assistance	Flex Spending Accounts	Shift Differentials	Stipends Offered	Education Reimbursement	Additional Education Pay	Performance Based Pay
Overall %	23.53%	85.29%	2.94%	0.00%	23.53%	3.03%	11.76%	20.59%	20.59%	20.59%
Over 30,000	50.00%	75.00%	0.00%	0.00%	75.00%	0.00%	50.00%	75.00%	0.00%	0.00%
10,000 to 29,999	16.67%	91.67%	8.33%	0.00%	33.33%	9.09%	8.33%	25.00%	41.67%	25.00%
5,000 to 9,999	25.00%	100.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	25.00%	25.00%
1,000 to 4,999	25.00%	83.33%	0.00%	0.00%	0.00%	0.00%	8.33%	8.33%	8.33%	25.00%
0 to 999	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Overall	8/34	29/34	1/34	0/34	8/34	1/33	4/34	7/34	7/34	7/34
Over 30,000	2/4	3/4	0/4	0/4	3/4	0/4	2/4	3/4	0/4	0/4
10,000 to 29,999	2/12	11/12	1/12	0/12	4/12	1/11	1/12	3/12	5/12	3/12
5,000 to 9,999	1/4	4/4	0/4	0/4	1/4	0/4	0/4	0/4	1/4	1/4
1,000 to 4,999	3/12	10/12	0/12	0/12	0/12	0/12	1/12	1/12	1/12	3/12
0 to 999	0/2	1/2	0/2	0/2	0/2	0/2	0/2	0/2	0/2	0/2

Municipal Recruitment

	Do you feel it is difficult to attract applicants with the skills your municipal government needs?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall %	23.53%	47.06%	26.47%	2.94%	0.00%
Over 30,000	0.00%	33.33%	33.33%	33.33%	0.00%
10,000 to 29,999	36.36%	54.55%	9.09%	0.00%	0.00%
5,000 to 9,999	0.00%	33.33%	66.67%	0.00%	0.00%
1,000 to 4,999	30.77%	38.46%	30.77%	0.00%	0.00%
0 to 999	0.00%	100.00%	33.33%	0.00%	0.00%
Overall	8/34	16/34	9/34	1/34	0/34
Over 30,000	0/3	1/3	1/3	1/3	0/3
10,000 to 29,999	4/11	6/11	1/11	0/11	0/11
5,000 to 9,999	0/3	1/3	2/3	0/3	0/3
1,000 to 4,999	4/13	5/13	4/13	0/13	0/13

	What is the most common recruitment strategy to fill positions within your municipality?					
	Internal Postings	External Postings	Advertising 3rd Party	Advertising Social Media	In-Person Application	Employee Referral
Overall %	9.43%	20.75%	7.55%	28.30%	22.64%	11.32%
Over 30,000	12.50%	25.00%	25.00%	25.00%	12.50%	0.00%
10,000 to 29,999	5.88%	29.41%	5.88%	41.18%	11.76%	5.88%
5,000 to 9,999	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%
1,000 to 4,999	13.64%	18.18%	4.55%	22.73%	22.73%	18.18%
0 to 999	0.00%	0.00%	0.00%	0.00%	66.67%	33.33%
Overall	5/53	11/53	4/53	15/53	12/53	6/53
Over 30,000	1/8	2/8	2/8	2/8	1/8	0/8
10,000 to 29,999	1/17	5/17	1/17	7/17	2/17	1/17
5,000 to 9,999	0/3	0/3	0/3	1/3	2/3	0/3
1,000 to 4,999	3/22	4/22	1/22	5/22	5/22	4/22
0 to 999	0/3	0/3	0/3	0/3	2/3	1/3

	Do you believe your municipality is able to pay what the labor market demands?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall %	20.00%	20.00%	31.43%	11.43%	0.00%
Over 30,000	0.00%	75.00%	0.00%	25.00%	0.00%
10,000 to 29,999	25.00%	41.67%	16.67%	16.67%	0.00%
5,000 to 9,999	0.00%	33.33%	33.33%	33.33%	0.00%
1,000 to 4,999	23.08%	30.77%	46.15%	0.00%	0.00%
0 to 999	33.33%	0.00%	66.67%	0.00%	0.00%
Overall	7/35	13/35	11/35	4/35	0/35
Over 30,000	0/4	3/4	0/4	1/4	0/4
10,000 to 29,999	3/12	5/12	2/12	2/12	0/12
5,000 to 9,999	0/3	1/3	1/3	1/3	0/3
1,000 to 4,999	3/13	4/13	6/13	0/13	0/13
0 to 999	1/3	0/3	2/3	0/3	0/3

Municipal Retention

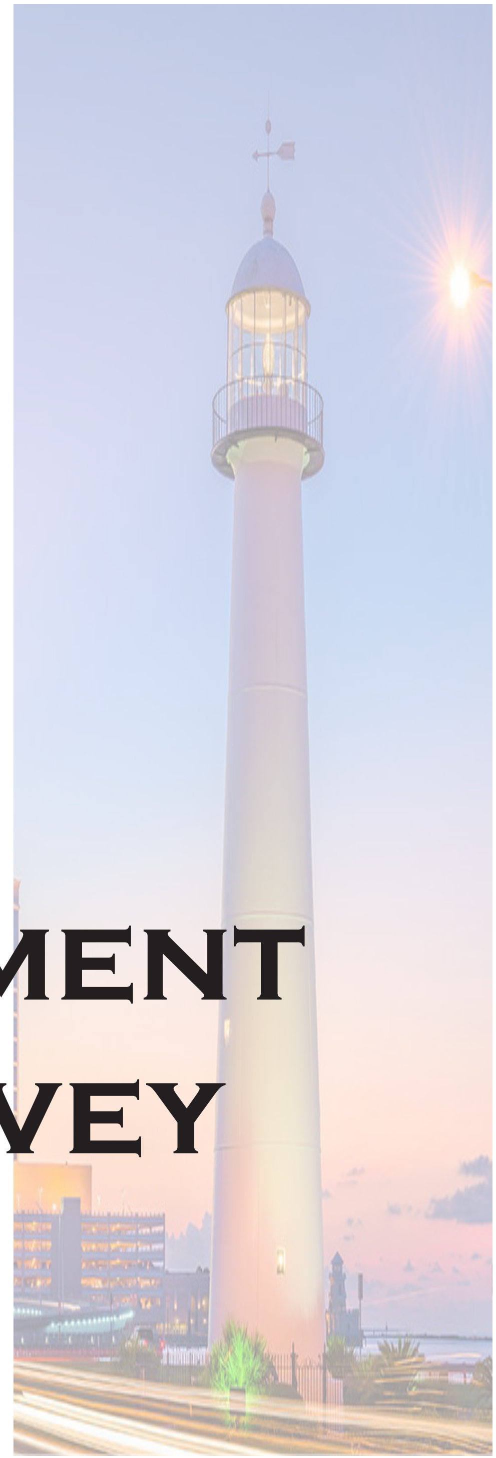
	Is it difficult to retain current employees with your municipality?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall %	0.00%	57.14%	22.86%	17.14%	2.86%
Over 30,000	0.00%	50.00%	25.00%	25.00%	0.00%
10,000 to 29,999	0.00%	58.33%	16.67%	25.00%	0.00%
5,000 to 9,999	0.00%	50.00%	0.00%	25.00%	25.00%
1,000 to 4,999	0.00%	69.23%	23.08%	7.69%	0.00%
0 to 999	0.00%	0.00%	100.00%	0.00%	0.00%
Overall	0/35	20/35	8/35	6/35	1/35
Over 30,000	0/4	2/4	1/4	1/4	0/4
10,000 to 29,999	0/12	7/12	2/12	3/12	0/12
5,000 to 9,999	0/4	2/4	0/4	1/4	1/4
1,000 to 4,999	0/13	9/13	3/13	1/13	0/13
0 to 999	0/2	0/2	2/2	0/2	0/2

	What is the top reason emloyees are resigning with your municipality?				
	Better Compensation	Career Chenge	Retirement	Opportunity with another public employer	Opportunity with another private employer
Overall %	57.50%	5.00%	22.50%	10.00%	5.00%
Over 30,000	33.33%	0.00%	50.00%	16.67%	0.00%
10,000 to 29,999	66.67%	8.33%	16.67%	8.33%	0.00%
5,000 to 9,999	50.00%	25.00%	25.00%	0.00%	0.00%
1,000 to 4,999	62.50%	0.00%	12.50%	12.50%	12.50%
0 to 999	50.00%	0.00%	50.00%	0.00%	0.00%
Overall	23/40	2/40	9/40	4/40	2/40
Over 30,000	2/6	0/6	3/6	1/6	0/6
10,000 to 29,999	8/13	1/13	2/13	1/13	0/13
5,000 to 9,999	2/4	1/4	1/4	0/4	0/4
1,000 to 4,999	10/16	0/16	2/16	2/16	2/16
0 to 999	1/2	0/2	1/2	0/2	0/2

Municipal Retention

	To what extent do you believe the total compensation rewards you offer your employees are competitive in the overall labor market?				
	Very Competitive	Somewhat Competitive	Neutral	Not Competitive	Very Uncompetitive
Overall %	17.65%	20.59%	41.18%	17.65%	2.94%
Over 30,000	50.00%	0.00%	25.00%	25.00%	0.00%
10,000 to 29,999	8.33%	33.33%	33.33%	25.00%	0.00%
5,000 to 9,999	25.00%	50.00%	25.00%	0.00%	0.00%
1,000 to 4,999	15.38%	7.69%	53.85%	15.38%	7.69%
0 to 999	0.00%	0.00%	100.00%	0.00%	0.00%
Overall	6/34	7/34	14/34	6/34	1/34
Over 30,000	2/4	0/4	1/4	1/4	0/4
10,000 to 29,999	1/12	4/12	4/12	3/12	0/12
5,000 to 9,999	1/4	2/4	1/4	0/4	0/4
1,000 to 4,999	2/13	1/13	7/13	2/13	1/13
0 to 999	0/1	0/1	1/1	0/1	0/1

	To what extent do you believe the total compensation rewards you offer your employees are competitive with other nearby muncipal or county employers?				
	Very Competitive	Somewhat Competitive	Neutral	Not Competitive	Very Uncompetitive
Overall %	18.18%	42.42%	30.30%	6.06%	3.03%
Over 30,000	50.00%	25.00%	25.00%	0.00%	0.00%
10,000 to 29,999	16.67%	33.33%	25.00%	16.67%	8.33%
5,000 to 9,999	33.33%	66.67%	0.00%	0.00%	0.00%
1,000 to 4,999	7.69%	53.85%	38.46%	0.00%	0.00%
0 to 999	0.00%	0.00%	100.00%	0.00%	0.00%
Overall	6/33	14/33	10/33	2/33	1/33
Over 30,000	2/4	1/4	1/4	0/4	0/4
10,000 to 29,999	2/12	4/12	3/12	2/12	1/12
5,000 to 9,999	1/3	2/3	0/3	0/3	0/3
1,000 to 4,999	1/13	7/13	5/13	0/13	0/13
0 to 999	0/1	0/1	1/1	0/1	0/1



County Fire Department Salary Survey

Fire County Salary Statistics

	Mean	Minimum	Maximum	Percentiles				
				10%	25%	50%	75%	90%
Chief	$38,802.16	$0.00	$100,000.00	$9,710.00	$26,187.50	$58,750.00	$78,910.30	$91,452.59
Assistant Chief	$42,304.13	$0.00	$79,000.00	$9,710.00	$26,187.50	$58,750.00	$69,353.10	$75,255.98
Battalion Chief	$27,087.87	$0.00	$59,000.00	$5,031.63	$12,940.90	$27,087.87	$42,440.90	$52,231.63
Marshall	$37,445.60	$0.00	$79,000.00	$7,160.42	$18,209.20	$37,445.60	$57,709.20	$70,360.42
Lieutenant	$30,490.17	$0.00	$54,000.00	$7,418.82	$18,617.63	$37,470.50	$45,852.88	$50,769.38
Sergeant	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Firefighter	$24,951.99	$0.00	$46,000.00	$5,452.72	$14,579.50	$32,318.00	$39,872.99	$43,720.55

County Benefits

Medical Insurance Percentages

	Medical Insurance Offered	Medical Insurance for Dependents	Premiums		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	75.00%	75.00%	42.86%	0.00%	57.14%
Over 100,000	100.00%	100.00%	0.00%	0.00%	100.00%
40,000 to 99,999	100.00%	100.00%	100.00%	0.00%	0.00%
20,000 to 39,999	0.00%	0.00%	0.00%	0.00%	100.00%
10,000 to 19,999	75.00%	75.00%	66.67%	0.00%	33.33%
Overall	6/8	6/8	3/7	0/7	4/7

Dental Insurance Percentages

	Dental Insurance Offered	Dental Insurance for Dependents	Premiums		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	75.00%	75.00%	14.29%	42.86%	42.86%
Over 100,000	100.00%	100.00%	0.00%	50.00%	50.00%
40,000 to 99,999	100.00%	100.00%	100.00%	0.00%	0.00%
20,000 to 39,999	0.00%	0.00%	0.00%	0.00%	100.00%
10,000 to 19,999	75.00%	75.00%	0.00%	66.67%	33.33%
Overall	6/8	6/8	1/7	3/7	3/7

County Benefits

Vision Insurance Percentages

	Vision Insurance Offered	Vision Insurance for Dependents	Premiums		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	75.00%	75.00%	0.00%	57.14%	42.86%
Over 100,000	100.00%	100.00%	0.00%	50.00%	50.00%
40,000 to 99,999	100.00%	100.00%	0.00%	100.00%	0.00%
20,000 to 39,999	0.00%	0.00%	0.00%	0.00%	100.00%
10,000 to 19,999	75.00%	75.00%	0.00%	66.67%	33.33%
Overall	6/8	6/8	0/7	4/7	3/7

County Benefits

Short Term Disability Insurance

	Short Term Disability Offered	Premiums		
		100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	62.50%	0.00%	66.67%	33.33%
Over 100,000	50.00%	0.00%	100.00%	0.00%
40,000 to 99,999	100.00%	0.00%	100.00%	0.00%
20,000 to 39,999	0.00%	0.00%	0.00%	100.00%
10,000 to 19,999	75.00%	0.00%	66.67%	33.33%
Overall	5/8	0/6	4/6	2/6

Long Term Disability Insurance

	Long Term Disability Offered	Premiums		
		100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	62.50%	0.00%	83.33%	16.67%
Over 100,000	50.00%	0.00%	100.00%	0.00%
40,000 to 99,999	100.00%	0.00%	100.00%	0.00%
20,000 to 39,999	0.00%	0.00%	0.00%	100.00%
10,000 to 19,999	75.00%	0.00%	100.00%	0.00%
Overall	5/8	0/6	5/6	1/6

County Benefits

Paid Personal Leave

	Paid Personal Leave Offered	Average number of days at:		
		1 Year	4 Years	10 Years
Overall %	75.00%	10	11.5	12.75
Overall	6/8	10	11.5	12.75

Paid Sick Leave

	Paid Sick Leave Offered	Average number of days at:		
		1 Year	4 Years	10 Years
Overall %	75.00%	8	7.88	7.5
Overall	6/8	8	7.88	7.5

Paid Holidays

	Paid Holidays Offered	Average number of Holidays per year
Overall %	62.50%	10.5
Overall	5/8	10.5

Retirement

	Retirement Offered	Supplemental Retirement Offered
Overall %	75.00%	62.50%
Over 100,000	100.00%	100.00%
40,000 to 99,999	100.00%	100.00%
10,000 to 19,999	75.00%	50.00%
Overall	6/8	5/8

County Benefits

Life Insurance

	Life Insurance Offered	Premiums			Amount Offered		
		100% Employer Paid	100% Employee Paid	Jointly Paid	Less than $10,000	$10,000 to $25,000	More than $25,000
Overall %	75.00%	42.86%	14.29%	42.86%	0.00%	57.14%	42.86%
Over 100,000	100.00%	0.00%	0.00%	100.00%	0.00%	33.33%	66.67%
40,000 to 99,999	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%
20,000 to 39,999	0.00%	0.00%	0.00%	100.00%	Zero Responses		
10,000 to 19,999	75.00%	66.67%	33.33%	0.00%	0.00%	66.67%	33.33%
Overall	6/8	3/7	1/7	3/7	0/7	4/7	3/7

Miscellaneous Benefits

	Supplemental Pay Offered	Social Security Deduction	Childcare Offered	Child Tuition or Education Assistance	Flex Spending Accounts	Shift Differentials	Stipends Offered	Education Reimbursement	Additional Education Pay	Performance Based Pay
Overall %	12.50%	87.50%	0.00%	0.00%	12.50%	0.00%	12.50%	12.50%	0.00%	12.50%
Overall	1/8	7/8	0/7	0/8	1/8	0/7	1/8	1/8	0/8	1/8

County Recruitment

	Do you feel it is difficult to attract applicants with the skills your county government needs?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall %	12.50%	62.50%	25.00%	0.00%	0.00%
Over 100,000	0.00%	50.00%	50.00%	0.00%	0.00%
40,000 to 99,999	100.00%	0.00%	0.00%	0.00%	0.00%
20,000 to 39,999	0.00%	0.00%	100.00%	0.00%	0.00%
10,000 to 19,999	0.00%	100.00%	0.00%	0.00%	0.00%
Overall	1/8	5/8	2/8	0/8	0/8

	What is the most common recruitment strategy to fill positions within your county?					
	Internal Postings	External Postings	Advertising 3rd Party	Advertising Social Media	In-Person Application	Employee Referral
Overall %	23.08%	7.69%	7.69%	7.69%	23.08%	30.77%
Over 100,000	14.29%	14.29%	14.29%	14.29%	14.29%	28.57%
40,000 to 99,999	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
10,000 to 19,999	40.00%	0.00%	0.00%	0.00%	40.00%	20.00%
Overall	3/13	1/13	1/13	1/13	3/13	4/13

	Do you believe your county is able to pay what the labor market demands?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall %	0.00%	14.29%	57.14%	28.57%	0.00%
Over 100,000	0.00%	0.00%	50.00%	50.00%	0.00%
40,000 to 99,999	0.00%	0.00%	100.00%	0.00%	0.00%
20,000 to 39,999	0.00%	0.00%	100.00%	0.00%	0.00%
10,000 to 19,999	0.00%	33.33%	33.33%	33.33%	0.00%
Overall	0/7	1/7	4/7	2/7	0/7

County Retention

	Is it difficult to retain current employees with your county?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall %	12.50%	12.50%	62.50%	12.50%	0.00%
Over 100,000	0.00%	0.00%	100.00%	0.00%	0.00%
40,000 to 99,999	0.00%	0.00%	100.00%	0.00%	0.00%
20,000 to 39,999	0.00%	0.00%	100.00%	0.00%	0.00%
10,000 to 19,999	25.00%	25.00%	25.00%	25.00%	0.00%
Overall	1/8	1/8	5/8	1/8	0/8

	What is the top reason emloyees are resigning with your county?				
	Better Compensation	Career Change	Retirement	Opp. with Another Public Employer	Opp. with Another Private Employer
Overall %	57.14%	28.75%	14.29%	0.00%	0.00%
Over 100,000	0.00%	100.00%	0.00%	0.00%	0.00%
40,000 to 99,999	100.00%	0.00%	0.00%	0.00%	0.00%
10,000 to 19,999	75.00%	0.00%	25.00%	0.00%	0.00%
Overall	4/7	2/7	1/7	0/7	0/7

	To what extent do you believe the total compensation rewards you offer your employees are competitive in the overall labor market?				
	Very Competitive	Somewhat Competitive	Neutral	Not Competitive	Very Uncompetitive
Overall %	14.29%	42.86%	28.57%	14.29%	0.00%
Over 100,000	0.00%	100.00%	0.00%	0.00%	0.00%
40,000 to 99,999	100.00%	0.00%	0.00%	0.00%	0.00%
20,000 to 39,999	0.00%	0.00%	0.00%	0.00%	0.00%
10,000 to 19,999	0.00%	33.33%	33.33%	33.33%	0.00%
Overall	1/7	3/7	2/7	1/7	0/7

	To what extent do you believe the total compensation rewards you offer your employees are competitive with other nearby muncipal or county employers?				
	Very Competitive	Somewhat Competitive	Neutral	Not Competitive	Very Uncompetitive
Overall %	42.86%	14.29%	28.57%	14.29%	0.00%
Over 100,000	50.00%	50.00%	0.00%	0.00%	0.00%
40,000 to 99,999	100.00%	0.00%	0.00%	0.00%	0.00%
20,000 to 39,999	0.00%	0.00%	100.00%	0.00%	0.00%
10,000 to 19,999	33.33%	0.00%	33.33%	33.33%	0.00%
Overall	3/7	1/7	2/7	1/7	0/7

John C. Stennis Institute of Government and Community Development

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Municipality Survey Instrument

February 16, 2024

2024 Mississippi Municipal Fire Service Compensation, Recruitment, and Retention Survey

Dear Municipal Official,

The Stennis Institute at Mississippi State University, with the support of the Capstone students in the Master of Public Policy & Administration (MPPA) program, is conducting the 2024 Mississippi Municipal Fire Service Compensation, Recruitment, and Retention 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 Fire Service positions in the Fire Department. 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, May 17, 2024**.

Mailing Address:
ATTN: 2024 Mississippi Municipal Fire Service Survey
Stennis Institute,
P.O. Drawer LV,
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:
https://msstate.co1.qualtrics.com/jfe/form/SV_ePc8JywkRR4tt3M

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

2024 Mississippi Municipal Fire Service Compensation, Recruitment, and Retention Survey

Name of Municipality: ____________________

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

Address: ____________________

Phone Number: ____________ Fax Number: ____________

Fire Department 2024 Annual Salaries

Fire Chief: $____________________

Fire Deputy Chief or Assistant Chief: $____________________

Fire Battalion Chief: $____________________

Fire Marshall: $____________________

Fire Lieutenant: $____________________

Fire Sergeant: $____________________

Firefighter: $____________________

Fire (Other): $____________________
(Job Title/Salary)

Fire (Other): $____________________
(Job Title/Salary)

Fire (Other): $____________________
(Job Title/Salary)

Benefits

Medical, Dental, and Vision Insurance

Medical Insurance	
Does your municipality offer medical insurance?	Yes ☐ No ☐
Does your municipality offer medical insurance for spouses and dependents?	Yes ☐ No ☐
For most employees, are medical insurance premiums:	100% Employer Paid ☐ 100% Employee Paid ☐ Jointly Paid ☐

Dental Insurance	
Does your municipality offer dental insurance?	Yes ☐ No ☐
Does your municipality offer dental insurance for spouses and dependents?	Yes ☐ No ☐
For most employees, are dental insurance premiums:	100% Employer Paid ☐ 100% Employee Paid ☐ Jointly Paid ☐

Vision Insurance	
Does your municipality offer vision insurance?	Yes ☐ No ☐
Does your municipality offer vision insurance for employees' spouses and dependents?	Yes ☐ No ☐
For most employees, are vision insurance premiums:	100% Employer Paid ☐ 100% Employee Paid ☐ Jointly Paid ☐

Municipality Survey Instrument

Disability Insurance

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

Leave

Paid Personal Leave	
Does your municipality offer **paid personal leave**?	Yes ☐ No ☐
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 ☐ No ☐
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 ☐ No ☐
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 ☐ No ☐
For most employees, are life insurance premiums:	100% Employer Paid ☐ 100% Employee Paid ☐ Jointly Paid ☐
What amount of life insurance do you offer?	Less than \$10,000 ☐ \$10,000 to \$25,000 ☐ More than \$25,000 ☐
Retirement	
Does your municipality offer a retirement plan to employees?	Yes ☐ No ☐
Does your municipality offer a supplemental retirement plan? (ex: deferred compensation)	Yes ☐ No ☐
Longevity Pay	
Does your municipality offer any type of longevity pay?	Yes ☐ No ☐
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 supplemental pay?	Yes ☐ No ☐
Does your municipality deduct social security from pay?	Yes ☐ No ☐
Does your municipality offer childcare benefits?	Yes ☐ No ☐
Does your municipality offer child tuition or child educational assistance or reimbursement?	Yes ☐ No ☐
Does your municipality offer flexible spending accounts?	Yes ☐ No ☐
If yes, does your municipality offer shift differentials?	Yes ☐ No ☐
Does your municipality offer any other types of stipends?	Yes ☐ No ☐
If yes, what types?	________________
Does your municipality offer an employee education reimbursement program?	Yes ☐ No ☐
Does your municipality offer additional pay for educational attainment? (ex: Associates', Bachelors', or Masters', etc.)	Yes ☐ No ☐
Does your municipality offer any type of performance-based pay incentives?	Yes ☐ No ☐

Recruitment

Recruitment	
Do you feel it is difficult to attract applicants with the skills your municipal government needs?	Very difficult to attract skilled applicants ☐ Somewhat difficult to attract skilled applicants ☐ Neutral ☐ Not difficult to attract skilled applicants ☐ Very easy to attract skilled applicants ☐
What is the most common recruitment strategy to fill positions within your city?	Internal postings ☐ External postings to the public on city website ☐ Advertising through 3rd party website ☐ Advertising through social media website ☐ In-person application ☐ Employee referral ☐
Do you believe your municipality is able to pay what the labor market demands?	Very difficult to pay what the labor market demands ☐ Somewhat difficult to meet what the labor market demands ☐ Neutral ☐ Not difficult to pay what the labor market demands ☐ Very easy to pay what the labor market demands ☐
Which positions/functions are the least challenging to fill within your municipality?	
Which positions/functions are the most challenging to fill within your municipality?	

Municipality Survey Instrument

Retention

Retention	
Is it difficult to retain current employees with your municipality?	Very difficult to retain employees ☐ Somewhat difficult to retain employees ☐ Neutral ☐ Not difficult to retain employees ☐ Very easy to retain employees ☐
What is the top reason employees are resigning with your municipality?	Better compensation ☐ Career change ☐ Retirement ☐ Opportunity with another public employer ☐ Opportunity with a private employer ☐
What was your overall employee turnover rate % in 2023?	
Which positions/functions are the least challenging to retain within your municipality?	
Which positions/functions are the most challenging to retain within your municipality?	
To what extent do you believe the total compensation rewards you offer your employees are competitive with the overall labor market?	Very competitive ☐ Somewhat competitive ☐ Neutral ☐ Not competitive ☐ Very uncompetitive ☐
To what extent do you believe the total compensation rewards you offer your employees are competitive with other nearby municipal or county employers?	Very competitive ☐ Somewhat competitive ☐ Neutral ☐ Not competitive ☐ Very uncompetitive ☐

Comments or Clarifications

Thank you for taking the time to complete this survey! Please make any comments or clarifications to specific survey questions in the space below.

STENNIS INSTITUTE
MISSISSIPPI STATE UNIVERSITY

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 survey, contact:

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

County Survey Instrument

February 16, 2024

2024 Mississippi County Fire Service Compensation, Recruitment, and Retention Survey

Dear County Official,

The Stennis Institute at Mississippi State University, with the support of the Capstone students in the Master of Public Policy & Administration (MPPA) program, is conducting the 2024 Mississippi County Fire Service Compensation, Recruitment, and Retention Survey for the Mississippi Association of Supervisors (MAS). The completed survey results will be available in time for the MAS 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 Fire Service positions in the Fire Department. We understand that counties 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, May 17, 2024**.

Mailing Address:
ATTN: 2024 Mississippi County Fire Service Survey
Stennis Institute,
P.O. Drawer LV,
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

2024 Mississippi County Fire Service Compensation, Recruitment, and Retention Survey

Name of County: ______________________________

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

Address: ______________________________

Phone Number: ________________ Fax Number: ________________

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Fire Chief: $______________________________

Fire Deputy Chief or Assistant Chief: $______________________________

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Benefits

Medical, Dental, and Vision Insurance

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County Survey Instrument

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Does your county offer flexible spending accounts?	Yes ☐ No ☐
If yes, does your county offer shift differentials?	Yes ☐ No ☐
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Comments or Clarifications

Thank you for taking the time to complete this survey! Please make any comments or clarifications to specific survey questions in the space below.

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 survey, contact:

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

2024 Mississippi Fire Department 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.

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Stennis Institute Executive Director: Dr. J. "Dallas" Breen